

FEDERAL BUREAU OF INVESTIGATION
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Mr. Mohr

February 7, 1961

J. F. Malone

SA [redacted]
Oklahoma City Division
EOD 8-9-54, GS-11 @ \$8,080
Veteran - On Probation since 1-4-61
PERSONNEL MATTER

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SYNOPSIS

[redacted] has had a weight problem and has exhibited a bad attitude and as a result he was suspended 15 days beginning 1-9-61 and ending 1-27-61. He was also placed on probation. SA [redacted] is 5'11 3/4" and his desirable weight limit is 183 3/4 lbs. He made the desirable limit 2-3-61, weighing 182 1/4 lbs. [redacted] while assigned to the Detroit division, kept insisting he was in perfect health, and, although his weight varied from 199 (6-5-57) to 190 (7-6-60), he refused to comply with desirable standards. He refused to initial his physical examination report because a sergeant at the examining facility had changed the adjective weight rating from satisfactory to unsatisfactory and indicated [redacted] should reduce 5 pounds instead of being satisfactory as the doctor had originally indicated to [redacted] initialed the report only after conferring with an attorney. As a result [redacted] was transferred to Mobile and 90 days later was transferred to Oklahoma City. He arrived at Mobile on 9-23-60 and arrived in Oklahoma City on 12-2-60. As he had taken no extended annual leave during the leave year he was granted leave from 12/21/60 to 1/9/61 and his letter of suspension was delivered by the SAC about 8:00 a.m., 1-9-61. [redacted] immediately turned in his serials and Bureau property and departed from the office. [redacted] left for Washington, D. C., via personally owned auto in attempt to see the Director. He was seen by Assistant to the Director J. P. Mohr on 1-12-61 and Mr. Mohr told him he had to abide by the Bureau's weight regulations; perform his work in an excellent manner, and get along well with SAC Grapp or he should submit his resignation.

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On 1-28-61 [redacted] wrote a letter to the U. S. Civil Service Commission, Washington, D. C., (copies to Attorney General and Director) claiming Bureau discriminatory in suspension for indifference to weight standards as others who failed to meet standards were not suspended; furthermore, that by failure to advise him of his rights to unemployment compensation, employer exercised punitive measures which are not within his power. He asked for review of his case by an impartial Board of Review. On 2/1-4/61

Enclosures

- ① Personnel file of SAC Wesley G. Grapp
- 1 - Oklahoma City Field Office File (SOG)
- 1 - Mr. Callahan (Attention: Mr. C. R. Davidson)

RKM:mbk

(7)

MAIL ROOM ☐

TELETYPE UNIT ☐

XEROX
JUL 6 1978

Tolson
Malone
Parsons
Belmont
Callahan
Conrad
DeLoach
Malone
McGuire
Rosen
Trotter
Evans
W. C. Sullivan
Tele. Room
Ingram
Gandy

Memorandum to Mr. Mohr

Re: SA [] Oklahoma City Office

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Inspector [] checked into [] allegations at Oklahoma City. In addition, his current work and performance were reviewed. 1 substantive error (incomplete investigation and reporting) detected, as well as several form errors on #3 Locator Cards and administrative forms. In memo to Inspector, [] reviewed his weight problem and difficulties with current SAC (Grapp) alleging that: he was improperly received in office (disproved); that a female employee orally chastised in his presence (disproved); that SAC told him he would have to conform and make weight or "not only end up on the short end of the payroll, but he might also end up with ulcers or a nervous breakdown" (distortion of truth - SAC pointed out people who don't learn to comply with procedures and policies usually end up in poor health); and that SAC was discriminatory in making him submit daily reports (SAC can ask for daily reports any time he thinks necessary). [] states SAC delayed delivering unemployment compensation form at time of suspension. Facts are [] was on annual leave and unavailable until day of suspension when he was in office for about 1 hour and left before the workday began; he did not get SAC's permission to leave city while suspended nor did he leave an itinerary, but went to Washington, D. C., to see the Director and was seen by Assistant to the Director Mohr (January 10-14) and to Aspen, Colorado, on vacation (1/17-26/61). Time and Attendance Clerk whose duty is to deliver unemployment compensation form endeavored to locate him to no avail and mailed the form to [] last local address. Local Chief of Operations, Oklahoma Employment Security Commission, advises claim by Government employee suspended "for cause" would not be honored. He also advised that employee would have to be "available" for work if any became available ([] was not) and to file certain administrative forms within 21 consecutive days while in leave without pay status to qualify under the law, which [] was not.

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In summation, [] states that SAC Grapp exceeded his authority by not giving him notice of the fact he was entitled to unemployment compensation until the last day of the suspension. (SAC could not as [] unavailable); that fact SAC called his attention to the possibility of ending up with ulcers or a nervous breakdown was a threat (SAC states this statement taken out of context); and that on 1-30-61 when SAC called him to his office and accused him of "sulking," he was completely without justification and that it was his [] belief that because of SAC's facial expression and defiant stance that SAC was attempting to encourage [] to hit him so that he would have grounds for dismissal by virtue of misconduct, (SAC states allegations completely without foundation; that he did call [] to his office where he could question him and instruct him for future guidance, and that his stance and demeanor were as any gentleman's should be).

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OBSERVATIONS: Inspector of opinion [] who apparently has done good investigative work in other offices in past, has allowed his opinions on weight program and his determination not to comply therewith due to stubbornness affect his entire career to point of insubordination. While he has finally made desirable weight (as of 2-3-61) he has exhibited a weakness which may manifest itself in his work in the future, should he take exception to a rule or regulation not to his liking. His difficulties with SAC Grapp, including allegations against Grapp which were proven untrue (criticism of female employee; failure to properly introduce him on date of arrival in Oklahoma City; his distortion of SAC's instructions as to losing weight; his distortion of SAC's order to remove his hat in the office; his distortion of SAC's comments on his current

Memoandum to Mr. Mohr
Re: SA [redacted]
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work record; his being egotistical and sulking, as well as his not reporting true and accurate facts in his letter of complaint to Civil Service Commission (CSC) (dated 1/28/61) on weight problem and failure to have been advised of rights to collect unemployment compensation while suspended are all indications of weakness in attitude and judgment. Further, his current work record while limited to 15 workdays since assignment to Oklahoma City (13 days in December and 2 in February) was only mediocre (overtime, case closings, work on informants, and production of statistics were below office average). One substantive error detected in 25 files he worked (incomplete investigation and incomplete reporting) - written up and attached. Several administrative errors detected in preparation of #3 Cards (wrong file numbers). Employee was advised that in view of his attitude toward the Bureau's rules and regulations his resignation would be timely. [redacted] stated he was not a quitter. Therefore, it is recommended:

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RECOMMENDATIONS:

Were it not for [redacted] veteran's status, I would recommend that he be separated from the service due to his poor judgment, attitude and questionable current work record. As a veteran he would have a right of appeal from his involuntary separation and it appears questionable whether the Bureau would be sustained in such action on the basis of the derelictions with which [redacted] can be charged at this time. In this connection, it is noted that SA [redacted] has now complied with the Bureau's weight requirement which was the original cause of his discontent and unsatisfactory attitude. Accordingly, it is recommended:

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1. That SA [redacted] be continued on probation and suspended for an additional 30 days.

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2. That he be transferred to another rural office.

Memorandum to Mr. Mohr

Re: SA [REDACTED]
Oklahoma City Office

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3. That no administrative action be taken against SAC, Oklahoma City, and [REDACTED] due to their inability to locate SA [REDACTED] so they might deliver Standard Form 8, "Notice to Federal Employee About Unemployment Compensation," it being noted, according to officials of the Oklahoma Employment Security Commission who administer unemployment compensation in Oklahoma City that [REDACTED] would have been ineligible in any event and because he did not comply with the requirement of 21 days consecutive residence in the city subsequent to being placed on leave without pay. b6 b7C

4. SA [REDACTED] letter to the Director was personally acknowledged by Inspector. It is recommended that the letter [REDACTED] wrote to the Civil Service Commission not be commented upon unless an inquiry is received from them. b6 b7C

5. That, based upon the adjudication of Inspector's recommendations, the Administrative Division prepare an informative memorandum for the Attorney General as to the facts developed by the Inspector.

PERMANENT BRIEF OF SA [REDACTED] ATTACHED.

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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DETAILS

BACKGROUND: SA [redacted] has had a weight problem and has exhibited a bad attitude and as a result he was suspended 15 days beginning 1-9-61 and ending 1-27-61. He was also placed on probation. [redacted] is 5 feet 11 3/4 inches tall and his desirable weight limit is 183 3/4 lbs. He made the desirable limit 2-3-61, weighing 182 1/4 lbs.

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[redacted] while assigned to the Detroit division, kept insisting he was in perfect health, and, although his weight varied from 199 (6-5-57) to 190 (7-6-60) he refused to comply with desirable standards. He once refused to initial his physical examination report because a sergeant at the examining facility had changed the adjective weight rating from satisfactory to unsatisfactory and indicated [redacted] should reduce 5 lbs instead of being satisfactory as the doctor had originally indicated to [redacted] initialed the report only after conferring with an attorney. As a result, [redacted] was transferred to Mobile and 90 days later was transferred to Oklahoma City. He arrived at Mobile on 9-23-60 and arrived in Oklahoma City 12-2-60.

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[redacted] called at the Director's Office on Thursday, 1-12-61, to see the Director. He was seen by Assistant to the Director J. P. Mohr on the morning of 1-12-61. Mr. Mohr spent some time with him in a very open and frank manner. [redacted] told Mr. Mohr of his problem, said he wanted to comply with the Bureau's weight program and spoke well and favorably of SAC Hostetter of Detroit and SAC Held of Mobile. He indicated he was having a very definite personality conflict with SAC Grapp at Oklahoma City. Mr. Mohr asked [redacted] why he went to see an attorney in Detroit and [redacted] said the reason he did this was that he had been put under charges, that he was not a lawyer and was afraid he was going to get fired. Mohr asked him what he meant by that and [redacted] said when he told his supervisor in Detroit that he did not want to initial the physical report he was told he would have to do it or he would be charged with insubordination. [redacted] said he regarded being charged with insubordination as something most serious which could only result in losing his job and wanted to find out exactly what he was required to do in order to protect his job in the Bureau. Mohr pointed out to [redacted] that his actions were ridiculous and that he had behaved in a most stupid manner and obviously should have brought his problem to the attention of the Bureau if he had any doubts of the propriety of initialing the report. Mohr also pointed out to him that his overtime for the months of September, October and November was below the office average, it being noted that he had 2'35" overtime in September against 2'48" for the office average; 2'25" in October against 3'13" office average, and 2'09" in November against 3'16" for the office average. Mohr pointed out to him that for the months of June, July and August his overtime exceeded the office average each month by almost an hour. Mohr told him it appeared that he was letting down.

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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[redacted] told Mohr that when he [redacted] arrived in Mobile he discussed his weight problem with SAC Held and joined the YMCA and spent 2 hrs. each night at the YMCA working out in the gym in order to bring his weight down. [redacted] stated that spending 2 hrs. at the gym and putting in 2 1/2 hrs. at the Bureau per day was about all he could do. He said he certainly never realized his overtime average was below the office average and that he was perfectly willing to do his share of the work and that his record would reflect he was always a top producer and a willing and industrious worker. [redacted] file does reflect that he is a very competent investigator and an above-average producer. It is also noted that he was a trooper with the New York State Police before entering on duty as a Special Agent in the Bureau.

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[redacted] was questioned about his present difficulties in Oklahoma City and he said he feels SAC Grapp is somewhat unreasonable and he, [redacted], is also concerned about his frequent transfers and the effect it is having on his Bureau record. [redacted] said SAC Grapp has made it very plain to him [redacted] that he is a "fat boy" problem and that Grapp has told him that he was going to weigh him every two weeks, which he [redacted] feels is a form of harassment and that Grapp seemed to be unduly perturbed over the fact that [redacted] had gained some weight recently instead of losing. In response to a question, [redacted] stated he gained weight while he was doctoring a cold and that since he has been in Oklahoma City he has not been able to work out in a gym as he feels he should in order to bring his weight down.

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Mr. Mohr told [redacted] that he had to make up his mind that he was going to be a conformist and abide by Bureau regulations and requirements, that he was also going to have to get along with SAC Grapp or he should submit his resignation and get out of the Bureau. [redacted] was told that if he does not get his weight down and failed to conform and continued to indicate a poor attitude the Bureau would continue to suspend him until he either did conform or we ultimately would fire him. [redacted] knows exactly where he stands with the Bureau as a result of his interview with Mr. Mohr.

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Mr. Mohr stated that from a personal appearance standpoint [redacted] certainly does not look overweight. He appears to be in excellent physical condition with no surplus fat. He was open and forthright in his discussion and during his interview exhibited an excellent attitude. He gave the impression of being a genial Irishman and just does not like anyone picking on him. Mr. Mohr stated he thought [redacted] was overly sensitive, however, and told him so. [redacted] stated he likes working for the Bureau and thinks it is the best organization in the world and does not want to lose his job. [redacted] was told that unless he knuckled down and exhibited a better attitude in the Bureau he would end up getting fired.

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Memorandum to Mr. Mohr

Re: SA [redacted]
Oklahoma City Office

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LETTER TO CIVIL SERVICE COMMISSION, (CSC), WASHINGTON, D. C., 1/28/61:

[redacted] wrote a letter to the Director (undated) transmitting a copy of a letter he had sent to the U. S. Civil Service Commission, Washington, D. C., dated 1-28-61 and in the transmittal letter stated that he felt that the humiliation of a suspension, which in police work was associated with the officer that had gone "bad" is in itself extreme punishment without any type of hearing being afforded. However, it is realized that to maintain discipline, extreme measures are often necessary. b6 b7C

"In this particular situation it is felt that Mr. Grapp seized the opportunity to dart from behind the Bureau's apron, as it were, to add another kick to the victim.

"I sincerely hope that the Civil Service Commission affords this situation prompt attention and an unbiased opinion in order that I might be allowed to continue my career as an Agent without similar situations of this type occurring; or that I be convinced that I have chosen the wrong profession and can change without bitterness."

The contents of the CSC letter (copy of which was forwarded to the Attorney General as well) is as follows:

"During December 1959 I was advised that I could not be considered for promotion in view of the fact that I failed to meet the desirable weight standards of the F.B.I. (I was 5'11 1/4" and weighed 195 lbs. The Desirable weight for that height was 182-183 lbs.)

"Since that time I have not been promoted, and on January 9, 1961 I was suspended without pay because of 'Indifference to the current physical standards of the Special Agent's position and you have demonstrated an unsatisfactory attitude. Moreover, it was reported that on December 20, 1960, you did not conform to the existing standards and you could furnish no acceptable excuse for this undesirable situation.' My suspension was to end at the close of business on January 27, 1961.

"On January 27, 1961 I received by letter postmarked January 25, 1961 Standard Form 8 revised October 1955 Department of Labor Regulation 609.2, 'Notice to Federal Employee About Unemployment Compensation'. I immediately contacted the State of Oklahoma Unemployment Office and I was advised that I could not file a retroactive claim for benefits and I should have been advised by my employer as to my rights at the time of the suspension.

Memorandum to Mr. Mohr
Re: SA [redacted]
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"I do not choose to discuss this matter with my employer as I have found from previous experience, which I will be willing to relate under oath before a board of review or to a representative of your organization, that my present supervisor has misquoted and slanted what I have said to suit his own interpretations.

"I feel that not only was the suspension and extended loss of promotion excessive, but it was also discriminatory in that others who failed to meet the standards were not suspended. Furthermore it is believed that by failing to advise me of my right to Unemployment Compensation my employer exercised punitive measures which are not within his power.

"In view of the extenuating circumstances in this case it is requested that it be thoroughly examined by an impartial board of review."

[redacted] letter to the Director enclosing the CSC letter was personally acknowledged by Inspector [redacted] who was dispatched to Oklahoma City to inquire into this and another matter involving another agent, SA [redacted] (handled separately).

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Upon arrival at Oklahoma City at noon, February 1, 1961, Inspector began an immediate analysis of SA [redacted] #3 Locator Cards, daily reports and the files on which he had worked since being assigned to that office. One substantive error was located in the case entitled, "Haskell Lee Rayburn, aka.; Marlene Elaine Williamson, aka. ITSMV," Oklahoma City file 26-24261, which reflects incomplete investigation and incomplete reporting. (Substantive error attached).

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After review of aforementioned matters, Inspector called SA [redacted] in for interview on the morning of February 2. Inspector requested him to prepare a memorandum setting forth any difficulties he had encountered during his tenure of service with the Bureau (in detail), as well as any current difficulties or disagreement he was having in the Oklahoma City Office with the SAC Wesley G. Grapp.

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MEMO OF SA [redacted] TO INSPECTOR DATED 2-2-61:

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In substance, SA [redacted] reviewed his difficulty since the inception of the Weight Program about 3 years ago. He stated he had not been the subject of disciplinary action other than his current suspension and probation. He related the facts surrounding his refusal to meet the Bureau's desirable weight standard for his height and frame (5' 11³/₄", and has varied the weight from 199 to 190 during the period from July, 1957, to July, 1960). For several pages he relates incidents wherein he received physical examinations at Government installations, his failure

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Re: SA [redacted]
Oklahoma City Office

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to meet the weight standards, the recommendations by the examining physicians, his conferring with a private physician and his attempt to justify his being overweight due to the fact that he was in excellent physical condition at all times and his personal physician and some of the Government physicians felt that his weight was not excessive for his height and frame and physical condition.

[redacted] attempted to justify his failure to sign a physical examination form prepared by the Government installation at Selfridge Air Force Base reporting the results of his physical on 7-23-59. SA [redacted] was 12 1/2 lbs. over the desirable weight limit, according to his height and frame at that time. SA [redacted] refused to initial the physical examination, objecting to the statement on SF-88 indicating he should lose 5 lbs. A notation was made on the FD-300 as "medically, this man is proper weight." SA [redacted], after contacting an attorney, initialed the form and submitted a memo pointing out his disagreement with the medical report. [redacted] states both the doctor and he interpreted the regulations to mean that if an agent was not within the limit at the time of his physical he would have to condition himself to reach the limit and do so for each subsequent physical. All factors surrounding his attempt to justify his failure to comply with the weight standard, as well as the Bureau's analysis of his failure to do so have been previously reported, adjudicated, and he was suspended from January 9 through 27, 1961, for his poor judgment in conferring with an attorney before signing his annual physical form and for not complying with the weight standards. Therefore, all these facts are not being reiterated at this time. He commented that upon his arrival in Mobile on 9-22-60 his SAC discussed the weight program with him and asked what [redacted] intended to do about it. [redacted] replied that he felt that he could reach and maintain the desirable weight.

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Upon his arrival at Oklahoma City on 12-2-60, [redacted] stated that the first time he was weighed subsequent to his reporting to Oklahoma City was 12-20-60. He stated he weighed 193 or 194 lbs. and stated that he thereafter went on leave 12-31 and when he returned on 1-9-61 he learned that he was suspended for 15 days. Inspector questioned his trip to Washington, D. C., and his interview with Assistant to the Director Mohr on 1-12-61. All the foregoing is covered in the first 4 pages of his memorandum. The remaining 3 1/2 pages are specific incidents that had occurred subsequent to his arrival in Oklahoma City and are being reported in the following fashion: [redacted] allegations, the SAC's reply, any supporting information by other employees in the Oklahoma City Office, and the Inspectors' findings. The Agent's memorandum of 2-2-61 (7 1/2 pages), the SAC's reply (memo 2-3-61, 10 pages) and other supporting documents (comprising 16 additional pages), as well as the substantive error detected in the review of SA [redacted] work are available.

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Memorandum to Mr. Mohr

Re: SA [redacted]

Oklahoma City Office

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ALLEGATIONS BY SA [redacted] SAC'S REPLY,
AND INSPECTORS' FINDINGS

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ALLEGATION:

1. SA [redacted] alleges that on 12-2-60 during the course of a conversation with SAC, a girl entered the SAC's Office, believed to be either [redacted] or [redacted] and that this person had a communication in her hand. She allegedly started to tell the SAC what she intended to do with it. The SAC was alleged to have interrupted her, "I don't care what you do with it." [redacted] alleges he was embarrassed for the girl.

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SAC's REPLY: The allegation is a falsehood. Furthermore, even if it had transpired, there would be nothing wrong with the use of the language or manner provided it was done in the right fashion. SAC states that inquiry among the pertinent personnel in his office reflects that he has excellent working relationship with them and that morale is at an all-time high.

INSPECTOR'S FINDINGS: [redacted] and [redacted] both submitted memos on 2-3-61 to the Inspector denying that either recall any such incident. Both state that SAC Grapp's fair treatment and high standards the office has operated smoothly and well and morale is high among all who are willing to meet Bureau standards.

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ALLEGATION:

2. SA [redacted] alleges that upon reporting to the SAC, Oklahoma City, on 12-2-60 and after preliminary conversation, SAC Grapp called an agent and instructed him to introduce [redacted] around. After he had met a few agents, introductions of him discontinued because the office had gathered to say farewell to the ASAC who was leaving on transfer. Mr. Grapp was introduced and bade farewell to the ASAC. [redacted] stated it may have been an oversight or maybe the SAC was not familiar with the practice but everywhere that [redacted] had been assigned it was customary to point out a newcomer. He stated that at the time he felt it was an oversight and now he would not say the same.

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SAC'S REPLY: SAC denies any oversight. SAC states that introduction of [redacted] at the farewell ceremonies for ASAC [redacted] on transfer to Las Vegas was not an oversight, that [redacted] had previously been introduced throughout the office to various personnel in the office and that he later in the day inquired of the relief supervisor and SA [redacted] as to whether he was getting around and meeting everyone else. [redacted] allegedly replied in the affirmative.

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Memorandum to Mr. Mohr

Re: SA [redacted]
Oklahoma City Office

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SAC verified that there was a small gathering in the office where coffee and cake were served to bid farewell to ASAC [redacted] who was leaving immediately for Las Vegas. SAC states that it was only appropriate that since the party was in the ASAC's honor that he be the center of attention. Due to these circumstances he saw no reason to introduce [redacted] to those assembled.

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INSPECTOR'S FINDINGS: The relief supervisor who introduced [redacted] throughout the office stated in his opinion [redacted] had met everyone present prior to the ceremony. It was later pointed out by one of the agents that [redacted] when meeting one of the agents, Travis W. Muirhead, in a rather egotistical way, stuck out his hand and said, "Just call me [redacted]" Agent's allegations without firm foundation.

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ALLEGATION #3: SA [redacted] alleges that either on 12/5 or 6 SAC Grapp called [redacted] to his office and asked him what he intended to do about his weight. SA [redacted] started to tell him the involved story whereupon SAC Grapp said he had reviewed [redacted] personnel file and wanted to know only if he was going to lose weight. [redacted] stated he started to explain about being active in sports and in excellent physical condition to which Grapp was alleged to have replied that if [redacted] did not conform he would "not only end up on the short end of the payroll but he might also end up with ulcers or a nervous breakdown."

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SAC'S REPLY: SAC Grapp states allegation is a distortion of the truth and a misquote of the pertinent portion of the conversation. SAC Grapp recorded the interview immediately after it transpired on 12/5 and a memo recording the interview was later forwarded to the Bureau by cover letter 12-20-60. In substance, SAC Grapp states that he pointed out to [redacted] that there are some procedures and policies that can be changed and others cannot and that it is the test of the wise man to determine what can and what cannot be changed and learn to comply with those over which he has no control. SAC Grapp pointed out to [redacted] that it had been his experience from knowing various individuals in all walks of life who could not adjust readily that they usually ended up in poor health to which SAC Grapp states SA [redacted] replied, "I don't get ulcers, I only give them." SAC Grapp states there was nothing wrong with either his statements or the terminology as he felt it fitted the occasion.

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INSPECTOR'S FINDINGS: Inasmuch as SAC Grapp immediately made a record of the conversation with [redacted] it should be the most accurate. Furthermore, it appears SAC was certainly within his rights to advise SA [redacted] to comply with the Bureau's weight standards and his observations as to persons who could not adjust readily end up in poor health appears to be sound advice.

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Memorandum to Mr. Mohr
Re: SA []
Oklahoma City Office

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ALLEGATION #4: SA [] states that on the same occasion, 12/5/60, he asked the SAC what he would do if he [] met the weight and then at a later time was weighed and found to be over the limit. He wanted to know whether the SAC would recommend that he be censured. He stated the SAC said he would suspend him.

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SAC'S REPLY: SAC Grapp states that he told [] that if he did not make the weight limit within a reasonable time and did not keep it within the prescribed weight limit that he would recommend to the Bureau that [] be suspended. SAC states that there was nothing wrong in placing this man on notice of what would be expected of him. SAC states it has always been his practice to put such an individual on notice of his intentions so that he is not in a position at a later date to claim surprise if administrative action should be approved by the Bureau.

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INSPECTOR'S FINDINGS: SAC was certainly within his rights to advise the employee that he must conform to the Bureau's weight standards and in advising him that should he not remain within those standards that he would recommend strong administrative action. Certainly putting him on notice was desirable.

ALLEGATION #5: SA [] states that on a Saturday in December, 1960, he was standing at the register getting ready to go out on a lead and SAC Grapp passed by and evidently noticed [] had on his hat and remarked, "Is your head cold?" He thought SAC Grapp said, "Do you have a head cold?" [] stated he answered, "yes" and SAC Grapp then instructed that he remove his hat.

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SAC'S REPLY: "Upon a rare occasion an Agent will be so uncouth as to leave his hat on in the office, throw his coat on the desk, put his feet on the desk, etc. On those occasions I remind them how a gentleman should act, because if they act in this manner in front of their official superiors, it would be indicative of even worse personal manners in other office establishments and those would present embarrassment to the Bureau."

INSPECTOR'S FINDINGS: While there may have been a misunderstanding on the part of [] as to the SAC's first inquiry, certainly the SAC was entirely right in his instructing the agent to remove his hat while in the office.

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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ALLEGATION #6: [redacted] states that on Tuesday, 12-6-60, he received a note from SAC Grapp to see him re weight. [redacted] alleges that upon leaving the room in which scales were located SAC Grapp informed him that he intended to write a special efficiency report on [redacted] that later in the afternoon [redacted] was called in the office and Grapp handed him a memo informing him that he was to complete a daily report every day and be weighed every payday. [redacted] asked the SAC, "Why?" Grapp was alleged to have stated that [redacted] had previously made the remark that the Bureau was pushing him. [redacted] denies having made such a remark.

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SAC'S REPLY: SAC Grapp states [redacted] has falsified and distorted the known facts. By memo of 12-20-60 for the file, a copy of which has previously been furnished the Bureau, it is reflected that SA [redacted] was weighed on that date, and instead of losing weight since his arrival in Oklahoma City, he gained weight. I previously had told him, and the Bureau had been so advised, that if he had so much pride that he would not lose weight and it influenced his judgment to the extent it apparently has in the past concerning his weight, it may also adversely affect his judgment in other fields of endeavor. Under those circumstances I told him it would be necessary for me to make a detailed analysis of his work performance and if the facts so warranted, to prepare a special performance rating on him. As the Bureau has previously been advised, he previously informed me if anybody had tried to force him to do anything he did not want to do, he would have to "fight back" as he had to live with his pride. During the pertinent portion of conversation referred to in the quoted allegation above, the ASAC was present, and he again stated that if anyone tries "to push" him he has to "fight back." He stated that he wanted to go on record as having denied that he said the Bureau was trying to push him. The Bureau has been so advised by my memo to the file of 12-20-60, a copy of which was furnished the Bureau.

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INSPECTOR'S FINDINGS: The foregoing appears to be a clear indication of [redacted] attitude, judgment and mentality. Certainly the SAC was within his rights to ask for a daily report and submit a special performance rating on any man whose work he may question.

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ALLEGATION #7: SA [redacted] alleges that on the same day, 12-6-60, he asked SAC Grapp if there was anything wrong with his work and Grapp said there was not.

SAC'S REPLY: SAC Grapp states foregoing is falsification of the facts. According to Grapp, ASAC [redacted] was present during that portion of the interview. SAC states he told [redacted] that they did not know what kind of work he had produced as they had seen very little of it and that he (Grapp) would not positively commit himself or the office to the position that [redacted] work was good or bad at

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Memorandum to Mr. Mohr
Re: SA []
Oklahoma City Office

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that stage. Grapp states he told [] that if he claimed to be an outstanding agent that the daily report would form a basis upon which the SAC could form an opinion.

INSPECTOR'S FINDINGS: ASAC [] substantiates statement made by SAC. Certainly SAC is within his rights to request daily reports from any agent any time.

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ALLEGATION #0: "As stated previously I [] went to Washington, D. C. on Jan. 12, 1961. An Assistant Director read excerpts from the letter sent to the Bureau on Dec. 20, or thereabouts, by Mr. Grapp. This letter stated that I said that the Bureau was pushing me; it did not state that I denied that I had said it."

SAC'S REPLY: The allegation is false. By memo of 12-15-60 to the file, a copy of which was furnished to the Bureau, I set forth SA [] allegations to me to the effect "He said he did not like anyone to try to 'force' him into doing something he didn't want to do or 'to push' or 'ride' him, and if anybody did, he would not comply. He said the Bureau had tried to get him to lose weight and he didn't like it, so he refused to comply." By memo to the file of 12-20-60, a copy of which was furnished the Bureau, it was stated that on an interview on that date with the ASAC present, SA [] among other things, stated that he had never mentioned to me or to anyone else that the Bureau was 'pushing' him to lose weight. He stated that if anyone tries to 'push' him, he has to 'fight back'..." The Bureau has been advised.

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INSPECTOR'S FINDINGS: Certainly SAC's immediate reporting of the facts by a memorandum would be the best record of what was said. Furthermore, any similarity of the remarks allegedly made by [] to a superior or deferring to the Bureau are ill advised and reflect upon his attitude and judgment.

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ALLEGATION #0: SA [] states that he took exception to the remarks in SAC's memo read to him by Assistant to the Director Mohr in that "it also said that I was egotistical, It is assumed that Mr. Grapp used my kidding expression which would at the most indicate my willingness to work as a basis for this allegation."

SAC'S REPLY: This is a false assumption on the part of SA []. He is a conceited, loudmouthed egotistical individual in my judgment, which is based upon my contacts and conversations with two ASACs, who have met him, plus the key personnel in the office, plus various Agents in the office, plus some of the clerks. On his first day in the office, he reportedly strolled up to one of the relief supervisors, stuck out his hand and his chest and cockily stated, "My name is [] - just call me []" The relief supervisor, an experienced Agent, told me the man's mannerism, in his opinion, was revolting. A review of SA []

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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written communications reflects a fondness for the word "I" and a complete failure on his part to put himself in the proper perspective.

INSPECTOR'S FINDINGS: As previously indicated, SA Travis W. Muirhead confirmed [redacted] introduction to him; ASAC [redacted] one of the 2 ASACs referred to by SAC Grapp, confirmed the information furnished by Grapp and it is not deemed necessary to interview former ASAC [redacted] who is now in Las Vegas concerning whether or not [redacted] is egotistical as it was the Inspector's opinion when interviewing him that there is sound basis for questioning his egotism. b6 b7C

ALLEGATION #10: "In addition Mr. Grapp used my overtime for the last four months in 1960 to indicate that I had an unsatisfactory attitude. He did not point out my overtime record during the previous months or ask explanations as to why my overtime was low."

SAC'S REPLY: This allegation is completely unfounded. At no time have I advised the Bureau of SA [redacted] overtime for the previous four months. I did not have that information then and I do not have it now. It has never been made the subject of any correspondence to or from the Bureau, and I, as a matter of fact, do not even have that data in his personnel file. He was not asked for explanations as to why his overtime was low as I did not know that was the situation, and it is not my intention to ask him about his poor work performance as to low overtime while in the Mobile Office. As a matter of fact, I did not learn of his December overtime until January 19, 1961. His overtime for December, his first month in this office, was 2'10", and the office average was 3'33", reflecting a deficiency on his part of 1'23". The matter has not been discussed with him, nor with the Bureau by me. b6 b7C

INSPECTOR'S FINDINGS: The facts speak for themselves. No agent can rest upon past performance as an excuse for current inadequacies.

ALLEGATION #11: "On Friday, Jan. 27, 1961 the last day of the suspension, I received a notice to the effect that I was entitled to Unemployment Compensation during the time that I had been suspended. I immediately called the Oklahoma Unemployment Office and was informed that the Unemployment is not retroactive and this form should have been given to me at the time of my suspension." (Information contained in this allegation practically same as that set forth in the last paragraph, page 1, of SA [redacted] letter to the U. S. Civil Service Commission on 1-28-61.) b6 b7C

Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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SAC'S REPLY: "A detailed memo captioned "Unemployment Compensation Matter" has been submitted separately setting forth the pertinent data and as a resume the following points are set forth:

"1. Bureau instructions are the Time and Attendance Clerk is to provide this form to the employee. It was physically impossible for her to do so as SA [redacted] was on annual leave and then arrived in the office and departed prior to the beginning of business, and the Leave Clerk could not contact him. Subsequent inquiry on her part did not determine where the form should be sent as SA [redacted] was away from this area.

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"2. SA [redacted] is misstating the facts when he states the notice was to the effect he was 'entitled' to any benefits. The form does not say this. It is an application form whereby one can apply for benefits.

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"3. Even if SA [redacted] had applied for benefits, he could not have qualified for such as he was out of the district during 13 of the 21 days of the suspension period. The State law requires he must be in this vicinity each day and available for work, and by his own actions, he has disqualified himself.

"4. The Employment Office states that any person who is sincere in applying for benefits can make formal application and have the matter decided.

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"5. The administering agency has stated that even if all the other requirements had been met by SA [redacted], they do not believe that the application would be approved as the State law does not permit a successful claim when there has been a suspension "for cause." SA [redacted] allegation is completely unfounded.

"It should also be borne in mind that he is charged with the responsibility of knowing the contents of the Bureau's Manuals, including the Manual of Rules and Regulations, which specifically sets out this aspect. SA [redacted] advises that he is not familiar with these provisions. He, therefore, is attempting to shift responsibility for his own shortcomings to the Time and Attendance Clerk."

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INSPECTOR'S FINDINGS: Memoranda were taken from SAC, SA Willard Boone, Time and Attendance Clerk, [redacted], and contact was made with the officials of the Oklahoma Unemployment Commission and full facts recorded in memorandum form. In substance, the SAC's reply was verified in all respects. In addition, it was determined from [redacted], Towers Apartment Hotel, 135 Northwest 9th Street, Oklahoma City, where [redacted] maintained an apartment, that he did not in fact furnish either [redacted] or the office with an itinerary of his contemplated travel during the period of suspension (1/9-27/61).

Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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This is a violation of Bureau regulations in that all employees should keep the Bureau fully informed of their whereabouts at all times. Furthermore, had SA [redacted] done so the necessary form would have been furnished him even though had he submitted it to the Oklahoma Employment Security Commission it is the opinion of both [redacted] (Claims Division) and [redacted] that his claim would have been disallowed for 2 reasons: (1) that he was on leave without pay status "for cause" and that (2) he failed to maintain continuous residence in the city to file the necessary forms with the Commission during the subsequent 21 days.

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ALLEGATION #12: SA [redacted] alleges that SAC Grapp on 1-30-61 spoke to him at his desk and accused him of "sulking," that SAC Grapp instructed him to come into his office and Grapp would call the Bureau and tell them he was sulking. [redacted] alleges that when they reached the SAC's Office the SAC confronted him in such a manner as by his stance and voice he interpreted that the SAC was inviting him to hit Grapp.

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SAC'S REPLY: "SA [redacted] has distorted the facts. Immediately after the incident referred to by SA [redacted] I dictated a memo for the file, which is set forth verbatim: :

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"This will record that at about 10:20 a.m., Jan. 30, 1961, I went through the Agents' room, and observed SA [redacted], among others. He had just returned to duty this date following a suspension. His facial expressions made me wonder if he were sulking, and he appeared to reluctantly speak back. I then called him into the SAC's Office.

"In the SAC's office and alone I told him in a manner that he could understand that if I ever saw him sulking, pouting or carrying a chip on his shoulder and it showed, or that he in any way displayed a poor attitude toward anyone in this office, including myself, or ignored anyone, I would telephonically contact the Bureau and recommend a thirty-day suspension. He said he did not know what I was talking about.

"I told him I wanted to see him with a smile on his face and displaying a winning personality, and if such was not shown, I intended to recommend further administrative action. To that he replied that he had a good attitude. He has been placed on notice that nonsensical conduct on his part will not be tolerated."

"As can be seen from the above, the contact, conversation and handling of SA [redacted] was in accordance with the prescribed method under the circumstances, and there was no dereliction of any kind.

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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INSPECTOR'S FINDINGS: There apparently were notwitnesses to this exchange. Certainly if the SAC was of the opinion that [redacted] was sulking, SAC Grapp was within his rights in issuing the instructions alleged.

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ALLEGATION #13: [redacted] summarizes his memorandum at the end reiterating that he felt the SAC had exceeded authority by not giving him notice of the fact that he was entitled to unemployment compensation until the last day of suspension; that he feels the SAC's calling to his attention the possibility of his [redacted] ending up with ulcers or a nervous breakdown was a threat; and that when SAC Grapp called him to his office and accused him of "sulking" Grapp was completely without justification.

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INSPECTOR'S FINDINGS: The delivery of the unemployment compensation notice and the statement as to ending up with ulcers or a nervous breakdown have previously been set out, as well as [redacted] "sulking," and will not be reiterated herein as all pertinent facts are recorded in memoranda previously referred to.

A separate memorandum was obtained from SAC Grapp referring specifically to the allegations made by [redacted] in his letter to the CSC, the pertinent portions of which have already been referred to herein.

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WORK RECORD OF SA GIBBONS: All #3 Locator Cards, daily reports, and all file numbers listed as evidence that SA [redacted] had worked on the investigations recorded therein were reviewed by the Inspector. 3 daily reports were found wherein SA [redacted] had recorded the wrong file numbers. 2 daily reports were found wherein one instance he had signed out an hour later than the actual time and one had a wrong file number. (#3 Cards and daily reports being maintained by SAC, Oklahoma City.) It was noted that on the daily report for 1-9-61 SA [redacted] had recorded that he was preparing for suspension. He was thoroughly interrogated as to where he learned of the fact that he was going to be suspended. Inasmuch as he was not suspended until 8:00 a.m., 1-9-61, and the report covered the hour between 7:15 a.m. and 8:00 a.m., 1-9-61, it is the Inspector's observation that employee did not begin a daily report at 7:15 a.m. as was required but spent his time talking to other employees in the office and when he knew he had to account for the period before 8:00 a.m. after being notified of his suspension he then prepared the daily report and having nothing else to put on it he made the entry preparing for suspension. Under the security afforded suspension letter it would have been impossible for any employee in the Oklahoma City Office except the SAC and ASAC to know of his suspension and the likelihood of anyone in Buffalo learning of Gibbons suspension is most remote.

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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Of the 25 files listed by SA [redacted], 1 contained a serious substantive error due to incomplete investigation and incomplete reporting and a substantive write-up reporting this fact was prepared. In substance it was an Interstate Transportation of Stolen Motor Vehicle case wherein there was a lead for Oklahoma City to advise the Post Office Inspector of information furnished by the subject relative to a burglary of a U. S. Post Office at Boswell, Oklahoma, and a lead for the Tulsa, Oklahoma, Resident Agency to advise local authorities of information furnished by subject concerning Government checks obtained from the Boswell Post Office burglary and passed at Tulsa. The lead also asked for any arrest record of one of the subjects be obtained from the Tulsa Police Department. This substantive was discovered when the Inspector noted that attached to file was a rough draft prepared by SA [redacted]. It was necessary that SA [redacted] be requested to explain, "1. Why the identity of the agent conducting the investigation as set out in the rough draft was not incorporated into the proposed communication; 2. Why, in identifying the information furnished to the Postal Inspector's office, he did not set forth specifically the information furnished but referred to a separate communication by page numbers; 3. Why an FD-159 was not prepared in sufficient copies in order that a copy could be placed in the case file and a copy in the general control file reflecting specifically the information furnished to the Postal Inspector's office; 4. Why an RUC communication was prepared without incorporating the results of the investigation set out for the Tulsa Resident Agency; and 5. Why sufficient copies of the letter were not designated to the Kansas City Division and a lead set forth to disseminate information of vital interest to the Postal Inspector's office having jurisdiction over Boswell, Choctaw County, Oklahoma, and thereby discharge the Bureau's responsibilities."

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His [redacted] answers were:

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"1. The Writer is not an accomplished typist, however, he has only dictated for about five hours in the past year.* I have rough drafted most of my work and come to rely on the Supervisor to make corrections in my rough drafts. I am not alone in this as SA [redacted] discussed one of my rough drafts with me yesterday and advised me to be more careful in the future. I told him that because one of the supervisors always read my material I had come to rely on them to correct any mistakes. He advised me that the ASAC was concerned about this problem and intended to take action in future occasions. I told him that I would be more careful and thanked him for the advice. I am aware of the regulation regarding the identification of an agent in a communication and neglected to insert it on this occasion because I was attempting to save typing time." *(SA was assigned to a RA in Upper Peninsula of Michigan and rough drafted the results of his investigation.)

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"2. I again was attempting to save typing time. I felt that the enclosure would help the Kansas City Division if further inquiries were made. I also felt that I had given all the information to the Clerk which would be necessary for the

Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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Postal Authorities to begin their investigation. In addition I gave her my name and told her that if the Postal Inspector had any question as to the information he could call me and I would stop back to see him."

"3. The FD-159 is a comparatively new communication to me. In previous assignments, that is Marquette, Mich., where I had little occasion to furnish information to authorities, and in Mobile, Ala., where I was only stationed for a short time, I did not have occasion to become familiar with the use of the form. I knew of the existence of the form and have used it in the past, but just as an Agent who has been handling Security Cases will frequently neglect to state that the owner has been notified in the synopsis, I was negligent with the FD-159 because I have not had occasion to use it frequently."

"4. I typed this communication while I was typing several others which involved a personnel matter. Distracted by other things and again relying on the Supervisor, I neglected to recheck the rough draft with the original communication before it went to the desk."

"5. [redacted] was the only person in the Postal Inspector's office at the time that I entered. She advised that the Inspectors were all on the road and would not be back in the immediate future. Since the Postal Inspector chooses to allow her to operate his office, take complaints, etc., I feel that it would be an insult to both the Inspector and [redacted] to again disseminate the information when she said that she would send a letter to the Kansas City Office. It will be noted that I did send an information copy of the report and the identity of the person to whom the information was furnished to Kansas City in the event inquiries were forthcoming."

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INSPECTOR'S FINDINGS:

A review of the facts reflect that SA [redacted] answers are inadequate and that the investigation and reporting thereof, as well as the premature RUCing are inadequate handling on his part.

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The following is a record of SA [redacted] performance for 13 days in December as compared with the office average in similar categories:

<u>Categories</u>	<u>Office Average</u>	<u>[redacted] Average</u>
Investigative Matters Assigned	30	8
Criminal Cases Opened	3.4	3
Cases Closed	12	2
Pending Reports Submitted	2.7	1
% Delinquency	8.9	0

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Memorandum to Mr. Mohr
Re: SA [redacted]
Oklahoma City Office

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<u>Categories</u>	<u>Office Average</u>	<u>[redacted] Average</u>
Time in Office	18.8	26.11
Overtime	3.33	2.10
# of PCIs per Agent	2.48	0
# of CIs per Agent	.54	0
Time spent on CI Program	9' 23"	40"

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Statistics:

Convictions	.46	0
Fines, Savings & Recoveries	\$2120.57	0
Fugitives Apprehended	.46	0
Automobiles Recovered	1.18	0

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While it is true that [redacted] was in the Oklahoma City Office for only 13 days during this month and he was unfamiliar with the territory, the foregoing performance does not present a good picture.

5645
February 1, 1961

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Oklahoma City, Oklahoma

Dear Mr. Grapp:

I am taking this opportunity to commend you and, through you, the agents in the Oklahoma City Division who took part so competently in the investigation of the Theft of Government Property-Conspiracy case involving Guss Mack Dilbeck and others.

The men who worked on this complicated case displayed a great deal of adroitness and skill in handling their responsibilities, particularly in conducting numerous interviews with the individuals who were involved. Your over-all supervision of this matter was extremely effective and capable and I want to thank you. In addition, I want you to convey to the men who participated in this investigation my sincere appreciation for a job very well done.

Sincerely yours,

J. Edgar Hoover

REC-115

167-182 JUL 6 1978 258

1 - SAC, Oklahoma City (Personal Attention)

Place a copy of this letter in files of all participating personnel with the exception of those individually commended.

(Sent Direct)

CMT:rd
(5)

MAIL ROOM ☐ TELETYPE UNIT ☐

FEB 1 3 54 PM '61
REC'D-READING ROOM
FBI

MAILED 31

FEB - 1 1961

COMM-FBI

Re: P
FEB 5 11 54 AM '61
Tolson _____
Mohr _____
Parsons _____
Belmont _____
Callahan _____
Conrad _____
DeLoach _____
Malone _____
McGuire _____
Rosen _____
Trotter _____
Evans _____
W. C. Sullivan _____
Tele. Room _____
Ingram _____
Gandy _____

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SAC, Oklahoma City

2/8/61

Director, FBI

PERSONAL ATTENTION

SAC WESLEY G. GRAPP
VOLUNTARY OVERTIME

A review of your overtime performance for the period July through December, 1960, reflects that your daily average voluntary overtime was under that of the Oklahoma City Office for five of these six months. In addition, your average for this entire period was substantially under that of the office.

As a divisional head you are expected to set the pace for subordinate personnel under your supervision. The above comparison of your overtime with that of your office indicates that you have not been doing this. It is expected that your subsequent monthly overtime reports will reflect an improvement in this regard.

put
FDH:njb (3)

NOTE:

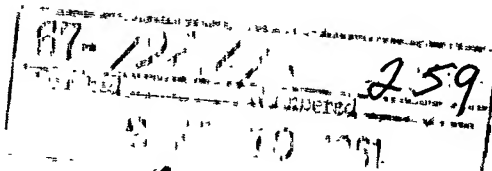
<u>MONTH</u>	<u>SAC</u>	<u>OFFICE</u>
July	2'20" -	3'39"
August	2'49" -	3'09"
September	2'00" -	3'29"
October	2'14" -	3'06"
November	3'30" +	3'13"
December	3'24" -	3'33"
Six-month average	2'43" -	3'20"

Tolson _____
Mohr _____
Parsons _____
Belmont _____
Callahan _____
Conrad _____
DeLoach _____
Malone _____
McGuire _____
Rosen _____
Trotter _____
Evans _____
W.C. Sullivan _____
Tele. Room _____
Ingram _____
Gandy _____



23

MAIL ROOM ☒ TELETYPE UNIT ☐



XEROX
JUL 6 1978

9/10

Mr. Mohr

2/7/61

Mr. J. F. Malone

WILLIAM W. TURNER
SPECIAL AGENT, OKLAHOMA CITY DIVISION
EOD 2/5/51
GS 12 - \$9,735
VETERAN
ON PROBATION SINCE 12/27/60
PERSONNEL MATTER

SYNOPSIS

Turner, by letters to Director 1/4, 11, and 27/61, took exception to SAC Grapp's Special Performance Rating covering Turner's services in Oklahoma City from 10/10/60 to 12/14/60. Based upon needs of service, SA Turner was ordered transferred 6/14/60 from Seattle to Oklahoma City. SA Turner thereafter hospitalized for infectious hepatitis (inflammation of the liver) requiring extensive rest, and reported to Oklahoma City on 10/10/60. On 12/15/60 SAC submitted Special Performance Rating on Turner which rated him unsatisfactory on attitude, although adjective rating was satisfactory. Principally, the basis for the unsatisfactory attitude rating was SA Turner's displeasure with his transfer to Oklahoma City. SA Turner appeared to be sulking and pouting and expressing a preference for assignment to an office where there is more "night life." SA Turner is single. On 12/27/60 SA Turner was censured, placed on probation, removed from supervisory duties, sound work, and as an Inspector's Aide. In approving the foregoing the Director commented, "This man is no good." In his letters SA Turner, in taking exception to the Special Performance Rating, stated rating disagreed with facts, asked Director to review matter, and asked permission to come to Washington and see Director personally. He was advised the matter had been reviewed, that the rating was not an official annual performance, but an administrative type, and under the circumstances, there is no right of appeal to the Performance Rating Board of Review. He was told it would be satisfactory to transmit any additional material supporting his contention through the SAC. Hence his last letter of 1/27/61.

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Inspector [] checked into matter at Oklahoma City on 2/1 - 4/61. SA Turner was requested to incorporate all facts in a signed memorandum to the Inspector, which he did 2/2/61, and it and his letter of 1/27/61 (which was personally

RKM:wmj (7) Enclosures

- ① - Personnel File of SAC Wesley G. Grapp
- 1 - Oklahoma City Field Office File (SOG)
- 1 - Mr. Callahan (Attention Mr. C. R. Davidson)

EX-101
JUL 6 1978

Memo for Mr. Mohr
Re: SA William W. Turner

acknowledged by Inspector) state in substance that: Administrative rating would hold up his grade raise, long overdue (raises are on merit not length of service); that he disregarded Bureau's instructions to forward any supplementary information through SAC as he wanted to insure that full facts reach Director (not a sound reason as SAC would have forwarded); that SAC assigning him to a road trip in addition to sound duties negates purpose of transfer (not true), and that four years' experience as a Relief Supervisor would be wasted (Agent is not be used as Relief Supervisor in new office of assignment until he proves himself); that in self-analysis, he thought best potential was in administrative field and asked SAC to so advise Bureau and was prepared to accept Bureau's judgment but not prepared for retaliatory measures taken against him by SAC. Turner states performance rating slanted, incomplete, and certain minor points overemphasized. He states attitude not properly evaluated in that his past accomplishments, which he enumerated, should have been considered (this rating was for current 60 days only and was factual). Turner further comments on commendations received for past performance, and states Grapp said such letters mean nothing. SAC stated in substance that Agent couldn't rely on past performance for current rating which covers current 60 days (SAC correct). Turner states Grapp based evaluation of attitude on (1) dislike of Oklahoma, expressed to personnel of the office, and (2) a lack of enthusiasm for present assignment (this is correct). Turner justifies dislike in that as a bachelor, cosmopolitan life more to his liking and current assignment generates neither "new responsibility" nor "challenge" (all Agents agreed to accept any assignment anywhere at any time and Turner should be no exception). Turner states comparing his record for first 64 days with men assigned to division for long period of time unfair and should have been compared with even period for other personnel who have similarly reported (this impractical, and work performance and administrative record for any period, long or short, speaks for itself). Turner says SAC wrong in sending him on road trip if he required close supervision (Turner's was a nearby road trip and he could and did receive close supervision; hence the rating). Turner concluded his letter with statement that in 10 years in Bureau he has always indicated a preference for a large Eastern office or foreign assignment (Agents when entering on duty agree to service commensurate with needs of Bureau).

Turner concluded his memorandum of 2/2/61 to Inspector, which re-emphasizes points covered in letter 1/27/61, with statement: "I feel it my duty to point out that if Grapp is as arbitrary and overbearing in dealing with persons outside Bureau, and there is indication that he is, he may well be a source of embarrassment to the Bureau at some future date." When asked to substantiate this statement, Turner made seven allegations against SAC Grapp which he stated were hearsay, unsubstantiated, and learned by him by overhearing conversations by unrecalled Agents on unrecalled dates at unrecalled times and places. He was advised of the seriousness of such allegations if unsubstantiated and fact he failed to call them to attention of Bureau or SAC at time he heard them. They were:

Memo for Mr. Mohr
Re: SA William W. Turner

(1) Mr. Grapp demanded discounts on repairs to personal automobile on basis position with the FBI to owner of prior contract garage, [redacted] SAC denies. States [redacted] offered to repair office personally owned automobiles at same price on labor and parts as afforded FBI on official cars. [redacted] made same statement to Inspector on 2/4/61 and said no "special" consideration afforded SAC and definitely had no bearing on contract (complaint unfounded).

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(2) Mr. Grapp had Oklahoma ^{City} Police Department [redacted] reproduce, without cost, personal pictures and then dressed him down when the results did not suit him; also that two detectives, same department, regard SAs badly. SAC denies. States [redacted] has handled photography work for office at commercial rate under contract on off-duty hours. In one instance, about 1 1/2 years ago, photographs developed for Investigator were unacceptable. SAC called [redacted] and told him so and he did not charge for them. Memorandum of SA [redacted] dated 2/4/61, who has had charge of photographic equipment in office for two years, substantiated fact [redacted] does work for office and charges commercial rate, and in all his numerous contacts with him has never heard him speak adversely of FBI employees or SAC Grapp. SA Charles F. Bullard and Weldon C. Gentry, who have liaison with [redacted] and Police Department, submitted memoranda stating relations excellent and SAC well regarded. (Complaint unfounded).

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(3) SAC Grapp has had considerable friction with [redacted] OSI - Tinker Air Force Base. SAC advises that in April, 1960, [redacted] subordinates tried to "peddle" a burglary case on Base, after working on it for 3-4 days, which SAC protested in no uncertain terms. Since then relations have been and are excellent. [redacted] advised Inspector on 2/4/61 relations with SAC and Oklahoma Office at highest level in four years of his assignment. Admitted SAC's protest in one case warranted and that he apologized to SAC. Bureau was kept advised of this case. (Complaint unfounded.)

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(4) Mr. Grapp took considerable personal credit and publicity in a bank robbery case about August, 1959, in which hostages taken by bandits and Sheriff of the jurisdiction in which this occurred has a different story. SAC exhibited copy of memorandum to Attorney General dated 8/28/59 wherein this entire case briefed and Bureau and Attorney General fully aware [redacted] - [redacted] First National Bank of Coweta, Oklahoma, 7/29/59 - Bank Robbery). Memorandum reflects SAC exhibited considerable intensional fortitude in approaching "robbers" who held hostages. SAC unarmed and helped persuade [redacted] to surrender. There is a difference of opinion as to where subjects should be prosecuted, but they are in Federal custody. (Complaint unfounded.)

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(5) Mr. Grapp on one occasion used profane or obscene language to [redacted] SAC denies and [redacted] furnished memorandum 2/4/61 denying profane, obscene, or abusive language used by SAC. (Complaint unfounded.)

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(6) That [redacted] might have information of SAC's attitude. SAC denies. States he sees [redacted] who is also a member of Oklahoma City Police Department, 2 or 3 times a week; that he has been invited and accepted an invitation to speak to the Annual Law Enforcement Conference, and further information is in memoranda of SAs Weldon C. Gentry and Charles F. Bullard, both of whom are close friends of [redacted] (Complaint unfounded.)

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(7) That SAC Grapp involved in unfortunate incident with Trice Electronics, over attempt to secure discount on a hi-fi set. SAC states complaint unfounded. Only dealing recalled was attempted purchase about 1 1/2 years ago of Webcor Hi-Fi set at this discount house for daughter, and even though they offered a large discount he didn't purchase as considered equipment too good for 12-year-old daughter, and purchased a cheaper brand at another established discount house. (Complaint unfounded. Agents advise there are many discount houses in Oklahoma City, highly competitive, and one can purchase at any of them at a discount.)

SA Turner said also heard Prosecutor Dewey County, comment that SAC stopped once going 80 mph by unknown Oklahoma Highway Patrolman at unknown place and that if happened in his county, he would not have released him. Agent castigated by Inspector for not making issue of statement if it occurred. SAC Grapp states he knows lawyer, who is acting prosecutor Dewey County (they have no regular prosecutor) and has been invited as his hunting guest. SAC Grapp exhibited driver's license with no markings indicating arrests thereon and in memorandum dated 2/4/61 denies allegation. He states has never been arrested, stopped and accused of speeding, but has on occasions been stopped for car safety check, driver's license check, and by officers with whom acquainted and who know his official car. He couldn't account for this specific accusation. (No outside investigation deemed advisable re this complaint due to unfounded nature of others made by Turner.) Review of Turner's current work record, daily reports, #3 (Locator) Cards and car registers revealed Turned on two occasions used Bureau car to go to dentist while on sick leave in afternoon. Stated was at insistence of Bureau to have his teeth repaired (separate write-up prepared) and one substantive error of incomplete reporting (separate write-up prepared). Analysis of overtime for October, November and December revealed Turner was below office average two of three months; case closings below office average all three months; cases opened below office average two of three months; time in office over office average two of three months; time spent on Informant Program low all three months; and statistical accomplishments under office average two of

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three months. Turner gives as reason for work record that it is hard for Agent new in territory to compete with Agents who have been in territory longer. (This partially true and it was this period on which SAC was rating him; however, performance rating was factual.)

OBSERVATIONS:

Turner continues questionable attitude towards assignment and judgment in carrying out official duties. He also furnished unfounded hearsay complaints against SAC and either could not or would not reveal source of such complaints, other than to say he overheard unrecalled Agents at unrecalled times, at unrecalled places discuss these matters and positively states no one told him direct; also, he failed to report them as they came to his attention but used at own convenience. He used a Bureau car while on sick leave to visit a doctor's office on two separate occasions (12/19/60 and 1/6/61) which he attempts to justify by stating Bureau insisted he have dental work done by a given date and he couldn't wait for annual leave period and have work done at home. Review of current work record revealed a substantive error for incomplete reporting and failure to obtain all information in an officer's possession. Several form errors were located in daily reports and #3 (Locator) Cards (wrong file numbers). It was suggested to him that with his attitude his resignation would be timely. Turner declined and in own opinion absolutely absolves himself of any wrongdoing.

RECOMMENDATIONS:

Were it not for Turner's veteran's status, I would recommend that he be separated from the service due to his poor attitude and judgment as evidenced by his unfounded allegations. As a veteran he would have a right of appeal from his involuntary separation and it appears questionable whether the Bureau would be sustained in such action on the basis of the derelictions with which Turner can be charged at this time. Accordingly, it is recommended that:

(1) SA Turner be continued on probation and suspended for 30 days.

(2) That he be transferred to another rural office.

PERMANENT BRIEF OF SA TURNER ATTACHED.

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DETAILS

BACKGROUND: Based upon needs of service, SA Turner was ordered under transfer from Seattle to Oklahoma City where he reported 10-10-60. (The Oklahoma City Office needed a qualified sound-recording technician and SA Turner, who previously had received sound training, was transferred to fill that need.) SA Turner's delayed arrival was due to hospitalization for infectious hepatitis (inflammation of the liver) requiring extensive rest. SAC Grapp advised that on Turner's first day of work he let it be known that he did not like Oklahoma and would get out of that division as soon as possible. Both ASAC and SAC talked to Turner on several occasions about his attitude, pointing out that he should unpack his belongings and become a part of the local community. However, SA Turner's facial expression, mannerism and conversation led SAC to believe that he was sulking and pouting because of his assignment to Oklahoma City. SA Turner who is single told SAC Grapp that he desired to be assigned to a larger office where there was more night life and activity. He explained that he just did not want to be in a rural area. SA Turner pointed out that at the time he was under transfer from Seattle another sound-trained agent was transferred from Seattle to Chicago. SA Turner said he would have preferred the Chicago assignment and the other agent wanted to go to Oklahoma City. He stated he did not believe the Bureau's personnel policy concerning transfers was correct. SAC Grapp explained the Bureau's position and reminded Turner that he had held himself to be available for all assignments consistent with the Bureau's needs.

In a special performance rating dated 12-15-60 covering the period October 10, 1960, through December 14, 1960, SA Turner was rated unsatisfactory on attitude, although his adjective rating was satisfactory. The Director noted, "It certainly seems strange to me that a man with a bad attitude can be excellent and satisfactory on all other factors." Principally, the basis for the unsatisfactory attitude rating was SA Turner's displeasure with his transfer to Oklahoma City. On 12-27-60 SA Turner was censured, placed on probation, removed from supervisory duties, sound work and as an Inspector's Aide. In approving the foregoing the Director commented, "This man is no good."

By letter 1-4-61 SA Turner said he was taking exception to unsatisfactory rating on attitude, as well as the adjective rating of satisfactory. He requested permission to personally discuss matter with the Director but was told by Bulet 1-10-61 that although the Director could not see him, he (SA Turner) could discuss his problem with one of the Director's assistants. Under date of 1-11-61 SA Turner again wrote to the Director stating that he desired to appeal his performance rating both the unsatisfactory rating on attitude, as well as the adjective rating of satisfactory, to the performance rating Board of Review. SA Turner stated that the ratings in question disagreed with the facts, and, he said that he would appreciate the Director's

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prompt attention to this matter. He also said that it was indeed unfortunate that the Director could not find time to talk to an agent from the field and SA Turner added that he had no desire to talk to one of the Director's assistance as proposed in Bulet of 1-10-61.

The Manual of Rules and Regulations provides that if an employee feels that his performance rating is not a fair index of his performance, even though he is rated satisfactory or excellent, he is entitled to request an impartial review of the rating within the Bureau, (responsibility for such review being vested in Administrative Division, subject to being submitted for final approval to Director or Associate Director), or he may make a written appeal to the performance rating Board of Review composed of three Bureau employees and a representative of the Civil Service Commission but he may not do both. However, the written appeal to the performance rating Board of Review applies only to official annual performance ratings. Therefore, since the performance rating of SA Turner was an administrative special performance rating, he has no right of appeal to the performance rating Board of Review. On 1-16-61 the absence of any right of appeal to the Board of Review in Turner's case was confirmed by Ernest P. Helby who is in charge of performance rating appeals, Civil Service Commission.

SAC Grapp was instructed to furnish his comments concerning SA Turner's exception to the performance rating and he replied that if any weakness existed it was in the SAC's being too charitable in giving SA Turner a satisfactory adjective rating as compared with a possible unsatisfactory rating. He substantiated this with a recital of SA Turner's investigative and administrative performance since his arrival in Oklahoma City. SA Turner is a veteran with more than a year's service. He is entitled to 30 days' advance written notice in the event action is taken to suspend him for more than 30 days, reduce him in grade or salary, or to involuntarily remove him from the rolls. SA Turner would also have a right to appeal any such adverse action to the Civil Service Commission.

A review of SA Turner's file disclosed that in 1953, while attending In-Service Training, he stated he had received insufficient varied experience. An inquiry disclosed that SA Turner's statement was misleading and on 8-29-53 he was censured and ordered under transfer from San Francisco to Seattle.

SA TURNER'S LETTER OF 1-27-61: In this letter SA Turner acknowledged the fact that he had no right of appeal to the performance rating Board of Review but stated that "no matter what terminology be applied to this rating, the effect is the same, and, for one thing, I will not be granted the grade raise for which, if promotions are truly based on merit, I am long overdue."

(Inspector's Observations: No agent is entitled to a grade raise due to seniority. Rather, promotions are based upon seniority plus meritorious performance. Turner has no way of comparing his performance with other agents of equal length of service.)

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Turner requested a waiver of the technicalities involved and consideration of his appeal. He then set forth material which he contended supported his basis for the rating was unfair. He stated that he chose to transmit it directly by mail rather than through the SAC as instructed in Bulet of 1-18-61 ("any such supplementary information should be forwarded through the SAC").

(Inspector's Observations: Turner disregarded Bureau instructions.)

Turner stated he wished to insure that the full facts reached the Director and that he had apprized Mr. Grapp of this material prior to signing his questionable performance rating.

For purposes of clarity, specific allegations attributable to Turner, the SAC's reply, and the Inspector's observations are numbered hereafter.

Allegation #1: Turner alleged that his assignment to a permanent road trip involved investigations away from headquarters city, and the imposition of an inflexible case load negated the purpose for which he was transferred. In addition he commented that he had 4 years of experience as a relief supervisor which would be wasted in this type assignment.

SAC's Reply: SAC advises there are no technical installations in his division at this time. The road trip assignment is nearby and was previously handled from approximately 1950 to 1955 by the sound-trained agent. The primary duties of the sound-trained agent in that division are to keep the technical equipment in working order and to be available should his services be needed. Further that he did not deem this agent psychologically suited to be a relief supervisor in the Oklahoma City Office because of his attitude and his strong dislike for his present assignment.

(Inspector's Observations: SAC has prerogative of assigning any agent to that type work where need is greatest at any given time. The approval as relief supervisor in one office does not carry over to another and it is incumbent upon the agent to prove himself to his new SAC and then, commensurate with the need for a relief supervisor in his new office of assignment, the SAC may recommend that he be approved as a relief supervisor for that office.)

Allegation #2: Turner states in his opinion that in keeping with the Bureau's desire to utilize the ability, background and experience of each agent to maximum advantage he felt that this matter should be brought to the Bureau's attention. He informed that in self-analysis, he thought his best potential was in the administrative field and therefore desired to stress that point. Accordingly, on 12-14-60 he requested Mr. Grapp to so communicate with the Bureau. He stated he was willing to accept the Bureau's judgment after consideration of the matter but was not, however, prepared for the retaliatory measures taken against him for expressing his thoughts.

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SAC's Reply: SAC states foregoing statement is a distortion of the truth and the Bureau was informed of the full facts by Oklahoma City letter dated 12-16-60 which was prepared immediately following his interview with Turner. At that time, and as the Bureau has been advised, SAC had no intention whatsoever of acceding to Turner's demands in that in SAC's estimation Turner did not have the requirements of a good agent, let alone a field supervisor or a relief supervisor because of his atrocious attitude. SAC states also told Turner that he would be glad to furnish Turner's request to the Bureau but that SAC would have to also prepare a special performance rating as the Bureau is currently interested in a man's work performance and that such correspondence would contain SAC's appropriate recommendation which would not further his administrative advancement. SAC states he specifically informed Turner that adverse administrative action might follow. SAC states that Turner shrugged his shoulders at that time and stated something to the effect that a man must show he has some fight in him.

(Inspector's Observations: As previously stated any agent transferring to a new assignment must prove himself to the new SAC before that SAC is privileged to recommend him for the position of relief supervisor, commensurate with the needs of the office.)

Allegation #3: Turner states the initial performance rating submitted to him for signature was incomplete and slanted. It purported to cover the period from October 10, the date of his arrival in the division, to December 14, but no statistical accomplishments were noted thereon. He stated it was necessary for him to insist that the rating be made current to December 14 and that his statistics be included. Turner stated the initial rating made no mention of his French language ability. Further, it did not point out that he had contributed the first employee suggestion from that division in over a year and that it was under consideration by the Bureau. However, it belabored the fact that he did not recruit any SA applicants, and other matters of this nature, implying wrongly, of course, that other agents did so in their first 2 months in the office. He further stated it was therefore necessary that the rating be retyped to include the aforementioned facts. Turner alleges that before signing it he took complete exception to the unsatisfactory rating on attitude.

SAC's Reply: SAC states that Turner's statements are not in conformity with the known facts. That his memorandum to the file of 12-16-60, a copy of which has previously been furnished to the Bureau, reflects that Turner made at the SAC's request any suggestions Turner desired. He requested certain changes be made and SAC changed his performance rating accordingly. As to the unsatisfactory rating on attitude, SAC states Turner, by his own statement, admits he does not like Oklahoma, does not like the people, and does not like his present assignment. He displayed such feelings. SAC pointed out to him that a mechanical covering of his leads and investigations are not sufficient as any agent in the Bureau has a "selling" job to do which includes selling himself as well as the FBI.

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SAC replied in regard to statement that the rating was slanted to belittle Turner's performance and that the statistical accomplishments were not current, that, as Bureau was previously informed by SAC's memo 12-16-60, (copy of which was furnished to the Bureau) the statistics are recorded at the Bureau on a monthly basis and, by necessity, must also be recorded in the field office on the same basis. In order to get an accurate office average for comparison purposes, normally statistics are compiled by a full month. According to SAC, Turner, after looking at the initial performance rating, stated he had some statistics that would make him look better if they could be included. In an endeavor to be entirely fair, SAC changed the usual procedure and readily agreed to include the statistics he had reported several days previously and which had not been recorded for the Oklahoma City Office as yet by the Bureau. SAC states there was no slanting of any kind and no endeavor to belittle Turner's work performance. The facts speak for themselves.

As to the comment that Turner did not recruit any SA applicants in his tenure and that the statement was phrased to imply that other agents were doing so. The SAC states there was no slanting of any type in such comments in the performance rating which reads, "all agents in the division have been advised in writing of the Bureau's extreme interest in locating qualified and outstanding applicants. SA Turner was not responsible for interesting any qualified person in applying for the position of Special Agent." These are factual statements. For the one-year period (February, 1960 to February, 1961) the agents of the Oklahoma City Office have interested 14 applicants to apply for the position of SA and are continuing to do so.

Concerning SA Turner's French language ability, SAC advised that he desired to be as accurate as humanly possible and when SA Turner asked that original draft be changed to include a reference to the language ability, he did so. SAC states that SA Turner's French language ability could be more accurately referred to as "inability." He has not been to the Bureau's Language School; he is not fluent in the language to handle conversation in connection with investigative problems or in written form. He is rated as unsatisfactory in his speaking ability and in reading, writing and understanding he is rated as only fair.

SAC commented upon Turner's observation that he had contributed the only employee suggestion that had come out of the Oklahoma City in over a year which suggestion was under consideration by the Bureau despite the fact that Grapp did not approve of it. SAC states this is true but he fails to attach any significance to the comment, "despite Mr. Grapp did not approve of it."

(Inspector's Observations: The SAC was factual in the statistics that he reported in the performance rating. His statement that they are normally included in performance rating the statistics on a monthly basis is true. The fact that he conceded

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to include 4 additional days in the rating period and those statistics that had not been previously compiled would indicate that he took Turner's request into consideration and acquiesced so as to be fair. It is true that it is difficult for an agent reporting to a new field division to meet the production standard of the office in the first 3 months but is impractical to record the statistics for each agent reporting to a field division and retain them over a period of time to compare against other agents who may report. It is an accepted practice to compare any agent's performance at any given time with the office average then compiled due to the fluctuation in the various types of work.

SA Turner's personnel file reflects that he attained whatever French language ability he has through self-study and that when taking the French test the Bureau reported on 6-8-60 that his oral grade was unsatisfactory and his written grade only fair. (A grade of good or better is qualifying.)

Bureau records reflect that on 11-14-60 SA Turner forwarded a suggestion recommending a two-fold program for agents selected to participate because of a basic background in a particular language and an expression of desire to: (1) enrollment locally by the agent in a formal evening course of study, and (2) assignment of agent to type of cases involving contact with the foreign nationality groups in question; also use of language records for home study. The Laboratory in analyzing the suggestion recommended, "that proposed enrollment locally in formal evening course of study and proposed assignment of agent to cases involving foreign nationality groups for purposes of learning a language not be adopted." The Laboratory commented that it had been learned by experience that there is no substitute for minimum amount of time necessary to acquire adequate proficiency in a foreign language. Time varies, depending upon the particular language, from 6 months to 18 months of full-time, concentrated study, including full workday and 3 to 4 hours of additional study at night. Due to the Bureau's continuing need of outstanding SA applicants, it is incumbent upon our SACs to forcefully bring home to the individual agents their continuing responsibility to insure that outstanding prospects are contacted and informed of the benefits of working for the Bureau. Any administrative devices to insure compliance are essential and necessary.)

Allegation #4: Turner states the question of attitude to him is a very serious matter, and the most important single item on the performance rating. Turner states attitude can be measured by a man's accomplishments, willingness to assume responsibility and efforts to improve himself to the benefit of the service. He cites his past accomplishments as evidence, such as, (1) 3 letters of commendation, (2) a rating of excellent on his performance, and (3) statistical accomplishments and other phases of Bureau's work in other offices. He points out that he willingly assumes additional responsibility of relief supervisor, Inspector's Aide, sound agent and carried them out well. He relates that he spent a considerable amount of his own time and money attending engineering class at night in order to attain an electrician's knowledge helpful to a sound agent; that he studied the French language in view of

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Bureau's interest in language ability and that he estimates he spent \$200 out of his own pocket without expectation of compensation in furtherance of this important phase of the Bureau's work.

SAC'S Reply: SAC states that the performance rating in question was an evaluation of Agent's attitude for the 64 days in question and not as an evaluation of his past performance in other offices. His performance as a sound agent and his ability in the French language have been previously commented upon. SAC cited that Agent Turner had spent the following time developing criminal informants for the months October, November and December in comparison with the office average.

<u>Months</u>	<u>Office Average</u>	<u>Turner's Average</u>
October	7' 56"	0
November	10' 20"	3'
December	9' 23"	6' 20"

He states that Turner has not as yet developed any informants but has developed 3 potential criminal informants. SAC states furthermore that agent has received no letters of commendation since being assigned Oklahoma City Office, had not functioned as relief supervisor or Inspector's Aide and that his only duties as sound man had been to check the technical equipment in the office. He had no occasion to evaluate his language ability.

(Inspector's Observations: The performance rating in question covers a period of only 64 days and purported to show agent's performance in the categories rated during that period of time. It does not purport in retrospect to comment upon a past performance and/or ability. It is true that agent received no commendations during the current period nor had he acted as relief supervisor or Inspector's Aide. The rating factually stated that SA Turner, since his arrival in Oklahoma City Office, had not been utilized on any technical installation, however, his services had been used to keep the equipment in good condition. The statistics as cited by the SAC as to agent's participation in informant program during the pertinent period are accurate. Therefore, the SAC evaluated agent according to his own measures, i. e., accomplishments, willingness to assume responsibility and effort to improve himself to the benefit of the service. There would be little to point to during the 64-day period.)

Allegation #5: SA Turner stated that further evidence of his attitude is contained in a letter of commendation dated 12-10-59, "... for devotion to duty recently demonstrated when he continued to carry out his responsibilities in connection with a special assignment in the Los Angeles division even though he was experiencing considerable personal discomfort and inconvenience. . ." SA Turner further states that SAC Grapp told him that letters of commendation from the Director on past records mean absolutely nothing.

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SAC's Reply: SAC Grapp states that statement is completely unfounded and a distortion of the facts. Grapp relates it was during the discussion of the performance rating when Turner was attempting to tell him he had a wonderful attitude notwithstanding he did not like his present assignment, that he cited from memory the letters of commendation he had received, whereupon Grapp told him in effect that it was very interesting but it had no bearing on his attitude as the performance rating covered only the period October 10, 1960 to December 14, 1960. Grapp stated that his reference to the performance rating was meant to convey the idea that one cannot rest upon his past performance but that it was the current performance rating that was in question.

Inspector's Observations: It is true that SA Turner, while acting as an Inspector's Aide in Los Angeles, and while he was suffering from an infection, elected to remain on the job until it was completed. For this he was recommended by the Inspector and the Bureau commended him. It is also true that agent apparently is endeavoring to prove through the use of past letters of commendation and performance that his current attitude is excellent. This, of course is fallacious thinking inasmuch as it should be apparent to anyone that the rating period referred to in the special performance rating is, as indicated by the SAC, October 10 - December 14, 1960.)

Allegation #6: Turner states that it is Mr. Grapp's contention that his evaluation of attitude as unsatisfactory was based on (1) Turner's dislike of Oklahoma expressed to personnel of the office, and (2) lack of enthusiasm for his present assignment. Turner states that the state is indeed lacking for a bachelor with cosmopolitan interests. To expect the intelligent type of person that the Bureau employs should like every section of the country is wishful thinking. Turner relates that as further evidence of his contention that Mr. Grapp himself had remarked that he had been sent to Oklahoma City twice and does not like it either, so, therefore, Grapp's criticism of Turner is hardly valid.

SAC's Reply: SAC Grapp replied that Turner's dislike for Oklahoma was used as a basis for unsatisfactory rating on attitude as it pertained to lack of enthusiasm of Turner's present assignment; states it was not a superficial excuse but one that had been arrived at after discussion with SA Turner, and his apparent sulkiness and pouting with the supervisory and key personnel in the office. SAC advised Turner was assigned to a road trip, it being primarily rural, where he could continue to be closely supervised as it was nearby and SAC had excellent sources throughout that territory who would keep him informed of the Agent's work performance. SAC states he thought Turner could do less damage to the Bureau in the rural area than in the metropolitan area. As to Turner's comments that SAC did not like Oklahoma either and had been there twice, SAC states this is a falsification and distortion of the true facts. SAC relates that in his conversation with Turner, he pointed out that he had been assigned to Oklahoma City on 2 different occasions, that it had never been an office of preference for him but that when he filled out his application with the FBI he indicated he would go wherever his services were needed. SAC stated that in this particular case, however, he had "unpacked, talked up" the advantages of Oklahoma and had become a part of the community and that he and his family were extremely happy.

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SAC stated that Oklahoma had not changed but that any person could change his mental picture and he advised Turner to do so.

(Inspector's Observations: SA Turner does not deny that he does not care for his present assignment but contends that it has not reflected upon his enthusiasm for the Bureau's work. It is very evident that he has not endeavored to acclimate himself to his surroundings but rather continually "gripes" to anyone in the office who will listen about the state, its residents, and his unhappiness in being assigned there. All Bureau personnel should be fully cognizant of the fact that it is not possible to assign everyone to his office of preference. Each employee entering on duty is fully informed as to the necessity for transferring them, commensurate with the exigencies of the service. It is apparent that SA Turner is endeavoring, through some means, to insure that he is transferred out of the Oklahoma City division as quickly as possible. His enthusiasm can be judged only by his performance during the time he has been assigned there, and, as pointed out by the SAC, he has not as yet met the office average in many facets of his work.

Allegation #7: SA Turner states that if SAC Grapp alleges that his (Turner's) dislike of the territory and its citizens had affected his enthusiasm that SAC was then negligent in designating him to an assignment affording a minimum of supervision in which he would be solely responsible for liaison with law enforcement agencies and others in a position to cooperate with the Bureau.

SAC's Reply: SAC states he gave Turner a nearby road trip assignment so that he could receive close supervision, could handle the sound work and could, in all probability, do less damage in the rural area covered by the road trip than he could in a large metropolitan city like Oklahoma City. In addition, SAC considered office contacts excellent in this road trip territory as they were further strengthened by SAC's predecessor. The allegations made by Turner are not consistent with the facts. SAC states he is a self-centered individual, not a team worker, and is interested in picking not only his offices of assignment but, in this particular case, his assignment while in those offices.

(Inspector's Observations: It would appear that SA Turner, rather than trying to conform to his current assignment and perform in the best manner possible, is trying to tell the SAC how to run his office and assign his personnel. SA Turner's statement in penultimate paragraph of his 1-27-61 letter to the Director tends to confirm his attitude concerning his present assignment when he states, "I would like to state that in my ten years as a Bureau Agent, I have always indicated a preference for large eastern offices, or foreign assignment. This preference was well known to my previous SACs. The performance ratings they afforded me speak for themselves."

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On February 2, 1961, SA Turner was requested to furnish the Inspector with a memorandum in which he was instructed to categorically list all differences he may have had with the Bureau, and, specifically, any current difficulties he had experienced since his arrival in Oklahoma City. Many of these are reiterations of those allegations contained in his letter to the Director dated 1-27-61 and will not be reiterated. Only those not previously referred to will be commented upon:

Allegation #1: "Although Mr. Grapp did not inform me as to why he had selected me for the responsibilities involved in this permanent road trip, I have heard that he had questioned SA [] as to my performance while working the Clinton RA, and had been told that I had done an excellent job and did not have to be told what to do. This may well be the actual reason for his selecting me."

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SAC's Reply: "The quoted presumption by SA Turner is completely false. At no time have I discussed his work with SA [], of the Clinton RA, and at no time have I heard from any source in or out of the Bureau, that SA Turner has done an excellent job concerning any of his activities since arriving in this division. The correct reason why he was selected is that I had a conference with the ASAC and a relief supervisor, and all three of us were of the opinion that SA Turner, because of his apparent sulking and pouting attitude, would bring discredit to the FBI unless he changed. That is the basis for me talking to him on several occasions concerning this. It was agreed that he would possibly cause greater damage to the Bureau and its prestige by working in a metropolitan area such as Oklahoma City. Assigning him to the road trip territory was for the purpose of getting him out of the metropolitan Oklahoma City and back into the rural area where he could do less possible harm by any poor impression he might make. By such an assignment as this it was realized that he could also handle the sound duties in this office, which consist of checking and maintaining the equipment, and takes only a small portion of one's time. The road trip to which he was assigned was handled previously from approximately 1950 to 1955 by a sound-trained Agent. That Agent was able to handle the territory and the sound equipment, and there was no known reason why SA Turner could not do likewise. That was the sole reason for assigning SA Turner to the road trip territory, and it was not because of any favorable impression he may have left with the supervisory personnel. His allegation is without foundation."

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(Inspector's Observations: SA [] submitted a memorandum dated 2-3-61 wherein he states that SAC Grapp did not ask him about Turner's work. It was later learned, however, that SA [] had commented upon Turner's work to former ASAC [] in a favorable manner. However, SAC Grapp stated that this had nothing to do with his selection of SA Turner for the assignment. The road trip is one that is usually covered by that agent who is responsible for the sound

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equipment and installations in the office and SA Turner was filling a vacancy created by the transfer of the former sound-trained man. It appears this whole question is being overemphasized.)

Allegation #2: "I might here inject that at this time I asked Mr. Grapp if he had heard anything from the Bureau relative to my promotion to GS-13. He replied that he had not, but that such promotion would have to originate with the Bureau. He, therefore, was unaware of the Manual of Rules and Regulations, Part I, Sec. 6, p 6 (4), stating that an SAC may recommend advancement when an Agent's performance so warrants, or had predetermined my case. In this connection, he asked me if I had any recent letters of censure. If he was unaware of this fact, he could not have completely reviewed my file prior to assigning me to the road trip."

SAC's Reply: "SA Turner did inquire of me as to whether the Bureau had communicated with this office and asked for a recommendation for a pay grade re-allocation to grade GS-13 for him. I replied the Bureau had not. He then discussed his desire to be reallocated. I told him that any recommendation regarding his pay grade GS-13 would have to come from the Bureau, as I would not initiate this. I am fully aware of the Manual provisions that state the SAC can initiate such actions in meritorious cases, and have utilized this regulation on various occasions in the past in worthy cases. This was astactful a manner that could utilized to inform SA Turner that he was not impressing me or the other supervisory personnel in this office with his work performance. It was not my intention then, and it is not my intention now to recommend him for reallocation. As to my question as to whether he had any recent letters of censure and his allegation that I had not completely reviewed his file prior to assigning him to the road trip do not seem to be important to this matter. I did review his personnel file, as I have those of the other employees in the office, but certainly it would be a waste of time for me to memorize the letters of censure or commendation that each employee has received during any given period of time. This information, of course, can readily be obtained by reviewing the file, when the facts warrant that such action should be taken, and it was not in this case. As to whether I did or did not review his file prior to assigning him to the road trip has no bearing on this matter, although I did do so. As set out above, he was assigned to the road trip, not because of his superior work, but on the basis that he could do less damage to the Bureau there than in the headquarters city, and at the same time receive close supervision. There is absolutely no merit whatsoever to his contention."

Inspector's Observations: SA Turner was certainly within his rights to inquire as to whether SAC felt he was qualified for reallocation to grade GS-13 but was wrong in his assumption that SAC should inform him that he has made such a recommendation. In fact Bureau regulations prohibit a superior from informing a subordinate that he has recommended the employee for meritorious consideration or reallocation. Certainly the SAC has an obligation to inform an employee wherein he is lacking in his performance to merit such consideration. Thus it appears SAC Grapp did. Again SA Turner was relying upon his past record rather than his current one.)

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Allegation #3: "... He warned me that if he had any complaints from the outside, as for example, from law enforcement officers, he would have to take administrative action ..."

SAC's Reply: "This is substantially correct, but he has omitted my statement to the effect that I would 'recommend administrative action,' as it is realized by all employees that administrative action is taken only by the Bureau. Under no circumstances have I ever at any time implied that I would take such action, as I only recommend or initiate such action."

(Inspector's Observations: The facts speak for themselves.)

Allegation #4: Turner alleges that on 12-14-60 he submitted a memo to Mr. Grapp stating in effect that in view of lack of indication to the contrary it appeared that Grapp did not intend to utilize his services as relief supervisor. Turner therefore requested that he (Grapp) forward to the Bureau his request that he (Turner) be transferred to an office where he could so serve.

SAC's Reply: SAC stated that the Bureau was informed of the full facts by his letter dated 12-15-60 which was prepared immediately following his interview with Turner. At that time the Bureau was advised the SAC had no intention whatsoever of acceding to Turner's demand that in his estimation Turner did not have the requirements of a good agent, let alone a field supervisor or a relief supervisor because of his atrocious attitude. SAC Grapp states he further informed Turner that he would be glad to furnish his memorandum to the Bureau but that he would also have to prepare a special performance rating as the Bureau is interested in a man's current work performance and that any such correspondence would contain the SAC's appropriate recommendation which would not further Turner's administrative advancement.

(Inspector's Observations: As previously stated every agent has to prove himself in his new office of assignment before he can be recommended for administrative duties. Certainly should the needs of the service demand a man with Turner's capabilities in another office because of his administrative training he would be considered along with others in fulfilling such a necessity.)

Allegation #5: "... Much significance was attached to the fact that I was delinquent in submitting a memorandum stating that I had complied with Instructions to Newly-Arrived Agents, even though I had some time previously orally advised Mr. Grapp that I had done so."

SAC's Reply: "The performance rating and the terminology to which he objects is as follows: 'On Oct. 19, 1960, SA Turner was instructed to read

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certain files in this office and to submit a memorandum within thirty days to the effect that such had been done. These instructions were subsequently furnished to him in writing. On Dec. 5, 1960, when a memorandum had not been received from him, in accordance with instructions, he was so advised by routing slip. He then complied under date of Dec. 7, 1960. The facts speak for themselves. This is not distorted. There is not 'much significance' attached to such, but it does clearly indicate that it is necessary to follow SA Turner to insure that he complies with instructions. The above quoted portion of the performance rating was included in eight pages of comments, and there is no indication that anyone attached too much significance to this matter."

(Inspector's Observations: SAC is certainly within his rights to insure that each agent complies with instructions issued by him and Turner's failure to do so warranted his following on this matter.)

Allegation #6: SA Turner alleges that in view of memoranda submitted to him by SAC Grapp on 1-31-61 wherein SAC took exception to the fact that he (Turner) was spending too much time in the office after the beginning of business and then driving to a distant city, arriving shortly before lunch or in the late afternoon, and the fact that toward late afternoon he then drives back to headquarters city, indicating that Turner was contributing only a relatively few hours during the day on actual investigative activity and related duties. SA Turner stated that he concluded SAC was instructing him to substantially increase his overtime despite Bureau instructions that the work load be equitably shared.

SAC's Reply: "I am indicating that he should budget his time in a better manner, and a review of his #3 cards reflects that such should be done. He arrives in the office and spends a considerable portion of time in the office, leaves late in the morning and then comes back shortly after the close of business. Pursuant to Bureau instructions he should prepare his paper work and his contemplated itinerary the night before and be available to depart the office immediately after arriving the following morning. This does not increase his overtime, but does increase his production by being in the road trip area during normal working hours. As to equitably sharing the work load, he has not as yet shared it, as reflected above."

(Inspector's Observations: A review of SA Turner's daily reports and #3 locator cards would indicate that SAC's allegation has merit. As specific examples,

(see next page)

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<u>Date</u>	<u>Departure Time from Office</u>	<u>Destination</u>	<u>Miles Traveled</u>	<u>Approx. Travel Time</u>	<u>Arrival Time Back in Office</u>
1-4-61	8:31 a.m. 10:33 a.m.	Lead OC Shawnee, Ok.	127	2-3 hrs.	9:48 a.m. 5:40 p.m.
1-5-61	8:22 a.m.	Ada, Okla.	170	3-4 hrs.	6:41 p.m.
1-16-61	8:46 a.m.	Chandler, Stroud and Shawnee, Ok.	156	3-4 hrs.	6:18 p.m.
1-24-61	9:43 a.m.	Shawnee, Ok.	98	2 hrs.	6:04 p.m.

Certainly the SAC was within his rights to instruct SA Turner how to plan his work so as to accomplish the greatest results. If SA Turner followed the SAC's instructions, his overtime would not be materially affected.)

Allegation #7: SA Turner alleges that SAC told him while attending a police officers convention he had received "numerous laudatory comments" concerning the agent who had previously handled the road trip but that no favorable or laudatory comments were received concerning Turner. Turner stated he would like to point out that in his numerous contacts with law enforcement officers, both in the Clinton RA and road trip areas, no one had made any laudatory comments concerning Mr. Grapp. SA Turner stated that in fairness to himself he would like to point out that his predecessor handled the territory for 2 years and he had been assigned to it for about 6 weeks.

SAC's Reply: "It appears SA Turner's statements are conflicting. In one paragraph he states he is new in the road trip territory and then later refers to his 'numerous' contacts with law enforcement officers. It is interesting to note that two of the larger cities in the state are Seminole and Ada, Oklahoma. The Sheriff in Ada states he has never met SA Turner, and the Chief of Police at Seminole has stated to me he met an agent last December who was to take over that territory on a road-trip basis. He hasn't seen him since and wondered about his identity."

SAC Grapp stated that his relations are excellent with law enforcement agencies and the public throughout the state and cited in his memo of 2-3-61 to the Inspector six paragraphs setting forth the name of the associations and police departments who have afforded him special citations and have included him in favorable resolutions for his contribution to law enforcement in Oklahoma. (These are not being set out because of their length.)

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(Inspector's Observations: It is Inspector's opinion from a review of the material available that SA Turner has not exploited to the fullest extent the public relations value of becoming intimately acquainted with law enforcement officers in the road trip territory. SAC, in memorandum to Turner dated 1-31-61, instructed him until further notice to keep a log of the law enforcement officers he contacted in his day-to-day work. These instructions are not being reiterated due to their volume, but, in effect, listed the various police departments, sheriff's offices, highway patrol, constables, and representatives of the newspapers, institutions of learning, radio stations, etc., in the territory. The files in the Oklahoma City are replete with favorable comments and citations attesting to SAC's popularity in the various law enforcement branches in the State of Oklahoma.)

Allegation #8: SA Turner in his memorandum to the Inspector stated that SAC had apparently overlooked the fact that he had solved a bank burglary with 2 subjects. He alleges that the inference he was handling his assignments in a haphazard, lackadaisical, or unenthusiastic manner is not compatible with the facts.

SAC's Reply: "In no way am I attempting to discredit SA Turner, but would like to point out that the quoted sentence is phrased in such a manner as to be misleading, as it would lead an unsuspecting individual to think that SA Turner solved the case. The case was solved by apprehension of the subjects by the Oklahoma County Sheriff's Office."

(Inspector's Observations: The facts speak for themselves. It is true that the case was solved by the Oklahoma County Sheriff's Office but Turner alleges it was only through his very capable assistance in handling the evidence that many difficulties were overcome and the Bureau's interests protected.)

Allegation #9: Inasmuch as SA Turner alleges "It is quite apparent that he (Grapp) is discriminating against me . . . the existence of this memo itself is evidence of this..."

SAC's Reply: "The allegation is completely baseless, as I am merely performing my duty in pointing out shortcomings and proposed methods of improvement. The memorandum to which he objects is specific, constructive and contains both constructive criticism and methods of improvement."

(Inspector's Observations: It appears that SAC Grapp has been factual in reporting his appraisal of SA Turner's performance during the period involved.

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SA Turner in summarizing his memorandum to the Inspector dated 2/2/61, stated, "...I feel it my duty to point out to you that if SAC Grapp is arbitrary and overbearing in his dealings with persons outside the Bureau, and there is indication that he is, he may well be a source of embarrassment to the Bureau at some future date." When "pinned down" on this statement, SA Turner took from his inside coat pocket a slip of paper whereon he had listed certain matters that he stated were strictly "hearsay"; that he had learned of them through overhearing conversations between Agents whose names he cannot now recall, at times and places he cannot now remember, and would not attest to their veracity. Inspector pointed out to him that it was incumbent upon any employee of the Bureau to immediately take exception to derogatory comments concerning the organization and/or its employees whenever they occur. He was further advised that by withholding notification he had been negligent and that by now reciting them to the Inspector for his own convenience it was an indication of his attitude. Inspector had Special Agent Turner commit these allegations to a memorandum which he did on February 4, 1961. The allegations contained therein are numbered and immediately following the allegation will be set forth the SAC's reply and the Inspector's observations.

Allegation Number One:

Allegation by Turner:

"Mr. Grapp in the past demanded discounts on repairs to his personal auto on the basis of his position with the FBI. The demands were made to [redacted] former contract garage operator. He is listed at [redacted]"

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SAC's Reply:

The SAC's reply, which is comprised of two pages, states in effect that the allegation is completely unfounded and without basis. SAC informed that [redacted] former contract garage operator, had informed him during the time that the contract was effective that he would be glad to have the employees of the Oklahoma City FBI office have their cars repaired at his garage and that he would charge them the same rate and afford them the same discount on parts as he was the Government.

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SAC Grapp states that he personally, as did several of the other employees, avail himself of this service but that it in no way

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affected the obtaining of the contract or its continuance and, as evidence of this, when new bids were submitted, someone else offered a lower bid for repairs and parts it was accepted. [redacted] informed the Inspector on February 4, 1961, that he had volunteered this service to the employees of the FBI and that it in no way affected his bidding for the contract which had already been consummated when the offer was made. SAC's comments supported by memo of [redacted] Electronic Maintenance Technician, Oklahoma City Office, dated 2/4/61.

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Inspector's Observations:

SA Turner's allegation unfounded in that owner of garage states SAC and employees received no special consideration but that he charged them same rate he charged the U. S. Government in the repairing of their cars and the charge for parts.

Allegation Number Two:

Allegation by Turner:

"Mr. Grapp had the photographer at the Oklahoma Police Department reproduce without cost some of his personal pictures, and then dressed him down when the results did not suit him. The photographer in question is [redacted]. With respect to the OCPD, I also heard of at least two detectives who regard him badly, however, I do not recall their names."

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SAC's Reply:

SAC's reply is not being set out in its entirety because it is comprised of two pages, but in essence he states [redacted] for the Oklahoma City Police Department, also has a contractual relationship with the FBI Office in Oklahoma City to develop film at the regular commercial rate during his off-duty hours at the Police Department. This contractual relationship has existed for some time. The incident in question involves not personal pictures for the SAC but photographs that had been taken for "The Investigator." When [redacted] developed these photographs the prints were not acceptable, whereupon the SAC called Rogers and complained. [redacted] admitted that they were not acceptable and, therefore, agreed not to charge the office

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for them. SAC's statement supported by memorandum of SA [redacted] dated February 4, 1961, who has been in charge of photographic equipment in the Oklahoma City Office for two years.

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Inspector's Observations:

It would appear that SA Turner was not in full possession of all the facts in this matter and that his allegation is unfounded.

Allegation Number Three:

Allegation by Turner:

"Mr. Grapp has had considerable friction with the Colonel in charge of OSI at Tinker AFB, whom he sarcastically addresses as 'Mister.' The law enforcement list carries the present Officer in Charge as [redacted]"

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SAC's Reply:

SAC's answer, which comprises one page of typing, in substance states the allegation is without substance. He advised that [redacted] for OSI - Tinker Air Force Base, is a close personal friend and that relations are the best they have ever been. SAC does recall that in the earlier stages of their acquaintance, [redacted] subordinates attempted to "peddle" a Theft of Government Property case after they had worked it for three or four days and that Grapp remonstrated with the Colonel and that the Colonel later apologized for his subordinates' actions. Otherwise, their relations have been excellent. The SAC's statement is supported by memorandum from SA [redacted], dated 2/4/61, who is assigned to work Bureau cases at the Tinker Air Force Base.

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Inspector's Observations:

Inspector personally visited with [redacted] who called at the Oklahoma City Office on Saturday, February 4, 1961, and was personally informed by [redacted] that the relations between the OSI and the FBI Office in Oklahoma City were at the highest level since his assignment to that area four years ago. He very frankly discussed the

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Theft of Government Property case which had caused some dissension and stated that he was in the wrong and that he apologized to the SAC. He commented favorably upon the dispatch with which cases are investigated, the high percentage of solution, and the favorable publicity that ensued for both agencies. SA Turner's allegation unfounded.

Allegation Number Four:

Allegation by Turner:

"Mr. Grapp took considerable personal credit and publicity in a bank robbery case about 8/59, in which a hostage was taken by the bandits. However, the Sheriff of the jurisdiction in which this occurred has a different story as to the actual events."

SAC's Reply:

SAC states allegations completely without foundation. The Bureau has looked into the matter and so advised the Attorney General. This was set forth in the communication to the Attorney General's Office dated August 28, 1959, captioned, "Thomas James Starr; Sylvester Hutchinson, First National Bank of Coweta, Coweta, Oklahoma, July 29, 1959, Bank Robbery."

Inspector's Observations:

Inspector has a copy of the communication referred to by the SAC supporting his answer. In addition, Inspector reviewed the file in question and observed that SAC performed in an outstanding manner in this case in that he approached the bank robbers unarmed because they had hostages under their control, and threatened to shoot them unless the "head of the FBI" talked to them. SAC was successful in talking Hutchinson into surrendering. Without going into detail concerning the ramifications of this case, SA Turner's allegation is unfounded.

Allegation Number Five:

Allegation by Turner:

"Mr. Grapp has used profane or obscene language to the [redacted], in a situation where some of the newer stenos were signing out at the register promptly at five. He became

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particularly aggressive in this respect when [redacted] in defense referred to the parallax involved in viewing the clock from different angles."

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SAC's Reply:

"I have never used profane or obscene language at any time in the office or in front of office personnel. My language at times is forceful, but it is the type of language that can be found in a newspaper. I have criticized the chief stenographer for permitting the employees to quit work early, put their work away, put their hats and coats on and sign out on the minute at 5:00 p.m. I found this situation to exist on one occasion, and in an appropriate manner told [redacted] there could be no more of it. There were no violations of this kind before and there have been none since."

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SAC's answer supported by memorandum from [redacted], dated February 4, 1961, wherein she states in part: "I can say that I do not remember objectionable language, and I am certain that neither I nor the others had cause to take offense. I have never heard Mr. Grapp use any type of language that could be called profane or obscene, or abusive in any way."

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Inspector's Observations:

The facts speak for themselves. SA Turner's allegation unfounded.

While not numbered in his memorandum, SA Turner made an additional allegation that "I have personal knowledge that a gentleman introduced to me as the prosecutor of Dewey County, commented that Mr. Grapp had been stopped by the OHP for speeding 80 mph, and that if it had happened in his county, he would not have released him. This remark was made in the Sheriff's Office at Dewey County, and the Sheriff was present. My judgement at the time was to not pursue the matter, as Mr. Grapp of course was aware that he had been stopped, and I changed the subject in a tactful manner. This incident took place while I was on temporary OB in the Clinton RA. I did not attach great import to it at the time, but in the light of the additional events, I feel it my duty to mention it to you. I understand that Lt. [redacted] and Lt. [redacted] of the Clinton Detachment, OHP, may have some knowledge of this comment."

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SAC's Reply:

"The Oklahoma speed limit is 70 MPH. I have never been arrested in Oklahoma for speeding and have not been stopped and accused of speeding by anyone at any time. At no time have I requested any officer to refrain from arresting me. I have been stopped and had my driver's license checked to see if it were current, as well as for a check of my vehicle for safety purposes. In addition, I have been stopped by other members of law enforcement for social visits, etc. From memory I do not recall the identity of Lt. [redacted] and Lt. [redacted] of the Clinton Detachment of the Oklahoma Highway Patrol. I am well aware and am a close friend of the Captain of that detachment, [redacted], as well as his superiors, [redacted] and [redacted]. In about September or October, 1960, I was with [redacted] and [redacted], as well as other ranking patrol officers, in the Oklahoma Panhandle on official business. They invited me to return by their special airplane with them. I declined in view of the fact I had a Bureau car. This car which I utilize on official business has three aeriels as it contains three radios, and both the car and myself are easily recognized by local law enforcement officers throughout the state. On returning to Oklahoma City on official business an Oklahoma Highway Patrol unit, with one trooper in it, waved towards me, and we both pulled off to the side of the road. The trooper checked my driver's license to insure that it was current, and then he wanted to know if I could help him. We sat at the side of the road about twenty minutes. He told me of his marital problems, that he was getting a divorce from his wife, and that his unit captain, [redacted], as well as higher officials of the patrol, including [redacted] and [redacted], with whom I had been earlier in the day, were "after him." He related they were going to take administrative action concerning him and transfer him. He wanted to know if I could help him in any way by interceding in his behalf, as he wanted to be transferred to a given location in another area of the state. I sympathized with him, and figuratively speaking 'held his hand.' Of course, I made no commitment of any kind because I did not want to get involved in the internal operation of the Oklahoma Highway Patrol. We parted amicably, and at no time during that conversation did he or anyone else imply to me that I had broken any speed law or any other traffic law. The first time that I heard the figures '30 MPH' in connection with this incident was when I read SA Turner's allegations. To the best of my knowledge I was not guilty of violating the speed law or any other driving regulation. There is no County Attorney in Dewey County; however, there is a local lawyer who is acting as County Attorney. I have been in his company, am

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acquainted with him and as a matter of fact he has invited me to be his hunting guest. I have never heard him mention this matter and have never heard of him commenting adversely concerning me.

"It would appear to me from the above that someone has attempted to manufacture 'an incident.' As to the fact that the County Attorney reportedly stated he would not have released me, it would appear that until an individual was arrested he would not have jurisdiction or knowledge of the matter. Our relations are excellent with the Oklahoma Highway Patrol and with the Sheriff of Dewey County, Ray Cook, with whom I spent two evenings last week. The allegation is unfounded in its entirety and the product of a warped mind."

Inspector's Observations:

Inasmuch as all of the other allegations made against the SAC by SA Turner were without foundation and as it would have been necessary to conduct inquiries outside the Bureau requiring travelling some distance from the Oklahoma City Office, it was not deemed advisable to perform this travel for the purpose of making outside inquiries which might have resulted in embarrassment and had a derogatory effect on our otherwise amicable relations with the Oklahoma Highway Patrol. Inspector did observe SAC Grapp's driver's license and noted there were no notations of an arrest thereon, which would substantiate his statement that he has never been arrested. Further, the file in the Oklahoma City Office in which is recorded the relationship with the Oklahoma Highway Patrol contains no record of any such incident, and reflects favorable relations exist.

SA Turner was castigated by the Inspector for not having challenged this alleged remark made in his presence and making the individuals involved either "put up or shut up." SA Turner stated his judgment at the time was not to pursue the matter as he felt Mr. Grapp would have been aware, of course, that he had been stopped and he and Turner changed the subject in a tactful manner. It is evident that SA Turner was negligent in protecting the Bureau's interests in this matter.

Subsequent to furnishing the foregoing memorandum of 2/4/61 containing the allegations set forth, SA Turner handed the Inspector a second memorandum bearing the same date which contained two original 1 allegations. They are:

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- (1) [redacted] as to any dealings he may have had."

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SAC's Reply:

"I see [redacted], who is also a member of the Oklahoma City Police Department, on numerous occasions as his car is usually parked outside the bank building in which the FBI Office is located. I see him on an average of two or three times a week and my relationship with him is absolutely excellent and always has been. He has been invited and has accepted an invitation to speak to the Annual FBI Law Enforcement Conference on ITSP violations. Further substantiation as to my excellent relations with him and all other members of the Police Department is set forth in the memorandum from SAs Weldon C. Gentry and Charles F. Bullard, both of whom are well acquainted with and close friends of [redacted]."

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SAC's reply substantiated by memoranda submitted by Special Agents Weldon C. Gentry and Charles F. Bullard, both of whom are well acquainted with and close friends of [redacted] (Memo dated 2/4/61)

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Inspector's Observations:

Here again SA Turner is guilty of repeating unfounded and apparently malicious gossip.

- (2) "Trice Electronics, 800 N. Hudson. Personnel of this firm may recall an unfortunate incident regarding Mr. Grapp's attempt to secure a discount on a hi-fi set."

SAC's Reply:

"The allegation is completely unfounded as my relationship at Trice Electric is excellent. The FBI does not have a contract with this firm. I can buy wholesale from this firm and from numerous others in the vicinity. As to a discount on a hi-fi set, I recall about one and one-half years ago I wanted to buy an inexpensive hi-fi set for my 12-year old daughter. I made inquiry at Trice Electric and they stated they would be delighted to sell me any hi-fi set they had, or any other equipment. I went to the firm, was given an especially warm welcome and looked over their sets. The only sets they handle are of the 'Webcor' brand, which is one of the highest

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priced makes on the market. They offered to sell the items they had to me, some of which had a proposed discount as high as approximately 55%. The quality of the merchandise, I felt, was better than a 12-year old girl should have. I also looked at other makes, including Motorola and Sylvania, which were offered to me by other acquaintances at wholesale prices. I finally settled for a cheap, inexpensive set that I bought at an established discount house that was available for the public. The allegation is an outright falsification of the facts."

SAC's reply is substantiated by memorandum submitted by [redacted] dated February 4, 1961, wherein he states, "I have never heard of him (SAC) demanding discounts from anybody on the basis of his position for the FBI or for any other reason."

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Inspector's Observations:

Here again SA Turner is, evidently guilty of repeating malicious gossip and his complaint is unfounded.

Miscellaneous

Statements have been set forth herein that SAC Grapp had consulted two ASAC's concerning Turner's performance. On 2/4/61 SAC Grapp submitted a memorandum to the Inspector identifying those ASAC's as Rex L. Shroder, who is now assigned at Las Vegas, and [redacted], who is presently assigned to the Oklahoma City Division.

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On February 4, 1961, ASAC [redacted] submitted a memorandum to the Inspector comprised of three pages wherein he substantiates the statements made by the SAC in all instances. In addition, he relates that the special performance rating in question was signed by Turner in his presence after the changes that Turner wanted made therein were consummated. According to ASAC [redacted] after the changes were made he again visited the office of the SAC where, after very little conversation, the performance rating was initialed by Turner. ASAC [redacted] states he was under the impression that Turner had accepted the efficiency rating as being completely accurate and a fair appraisal of his work and was later surprised when he was told that Turner had protested to higher officials concerning it.

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In summation, ASAC [redacted] states that in all fairness to Turner he should state that he appears to be an intelligent man but he is personally convinced that he has allowed his violent personal dislike of that area to

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completely warp his good judgment and common sense. This appears to have affected his whole personality, including his enthusiasm for his work and his assignments. [] states that from his observations in the Oklahoma City Office he is convinced that Mr. Grapp has been entirely fair and correct in dealing with SA Turner.

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REVIEW OF SA TURNER'S WORK SINCE REPORTING TO OKLAHOMA CITY
OFFICE, OCTOBER 10, 1960

The Inspector reviewed SA Turner's daily reports, #3(Locator) Cards, and all investigative files wherein was recorded investigation conducted by him since his assignment to the Oklahoma City Division. The review revealed a number of miscellaneous errors in the daily reports and #3 (Locator) Cards, such as transposition of file numbers, failure to include file numbers of cases on which he was working when he made road trips, failure to set forth full titles and failure to record the names of persons who checked public source records for him. (Details of these are set forth in the Inspector's notes.)

In addition, it was necessary to prepare a substantive write-up for incomplete reporting and incomplete investigation in the case entitled, [] - Victim; White Slave Traffic Act." SA Turner responded to the write-up in that "...It is obvious that in this matter I did not comply with Manual section cited. The communication in question is indeed lacking the information necessary, and should have been complete or followed by a subsequent communication. This was an inadvertent error on my part. I will take steps to insure that it does not reoccur." The foregoing referred to his incomplete reporting.

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In explanation as to why he did not obtain all the information in the possession of a police officer interviewed by him, he states, "...I am, of course, unable to explain the reason that Captain [] did not furnish me the requested information. The information subsequently submitted to this office by Captain [] concerning Subject and Victim appears to indicate that he may have been utilizing Subject as an informant at the time; however, I do not know this. I do recall the Captain remarking at the time that it did not sound like a very big case."

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In a review of the automobile registers of the cars driven by SA Turner since his assignment to Oklahoma City, there were located two instances in which he utilized a Bureau car to visit a dentist. On December 19, 1960, Turner's #3 (Locator) Card reflected he took two hours of sick leave from 2:00 PM to 4:00 PM on that date. His #3 (Locator) Card also reflects he signed out at 10:12 AM and back in at 5:02 PM, with no intervening arrival or departure times, and used Radio Car No. 678. SA Turner's #3 (Locator) Card for 1/6/61

Memo for Mr. Mohr
Re: William W. Turner

reflects he was to have taken one hour's sick leave from 2:00 PM to 3:00 PM on that date. He signed out at 11:47 AM and back in at 5:12 PM, with no intervening arrival or departure times. His #3 (Locator) Card reflects Radio Car No. 660 was used by him on that date.

In replying to the foregoing, SA Turner stated that his use of the Bureau car on these occasions was open and above board as indicated by the records. On the occasion of his going to the dentist on 1/6/61, he did so at the insistence of the Bureau and would not have gone on his own accord inasmuch as his personal dentist in Buffalo, New York, had examined his teeth in September. The Bureau had set a deadline for his seeing a dentist as a result of his annual physical. In view of the Bureau's instructions, it was not actually personal business, and it would not possibly have been necessary to take sick leave; however, he resolved any doubt in favor of the Bureau.

With regard to the date of December 19, 1960, he stated he would like to explain that prior to reporting to Oklahoma City Office on 10/10/60, he had been seriously ill with infectious hepatitis, and had been on extended sick leave for about three months. The nature of this disease is such that the effects may linger for some time, often to one or two years. According to Turner, he made an appointment with Dr. Carpenter because he in fact felt badly and was concerned over the possibility of a relapse or post-hepetic cirrhosis. He stated that inasmuch as he was extremely concerned over the state of his health and the fact that he was technically using a Bureau car for personal business did not enter his mind. He stated that this experience has impressed upon him the necessity for securing permission in the future. He stated that the location of the doctor's office was such that it was not necessary to go out of his way to go there.

SA Turner was told by the Inspector in no uncertain terms that this was a violation of the Bureau's rules and regulations concerning the use of automobiles for official purposes and that it would be taken into consideration in evaluating his entire performance since his arrival in Oklahoma City.

Attached are charts showing comparisons of SA Turner's performance for the three-month period, October, November and December showing his performance as compared to the office average in the categories indicated. It will be observed that Turner was below the office average for the three-month period in closing of cases; that his time in the office approximated the office average; that his overtime was below the office average two out of three months; that his time spent on development of criminal informants was considerably below the office average for the three months; that he has developed no CI's; has developed 3 PCI's, and that his statistics are below the office average two out of the three months.

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: FEB. 21, 1961

FROM: SAC, OKLA. CITY

SUBJECT: SAC WESLEY G. GRAPP
VOLUNTARY OVERTIME

ReBulet 2-8-61 captioned as above, setting forth certain observations.

It is realized that reBulet did not request an explanation; however, in view of the fact that the amount of overtime I contributed during the last six months in the 1960 calendar year is not indicative of the amount I have contributed throughout my Bureau career, the Bureau may desire to know of any extenuating circumstances.

As the Bureau is aware, during the first six months of 1960 I was above the office average five out of six months. It is also to be noted that during the entire 1960 calendar year I contributed a very substantial amount of overtime, for an average of 2 hrs. 57 mins., according to existing records.

The Bureau may be interested in knowing that in addition to the 2 hrs. 57 mins. that was recorded on the registers, I contributed an average of approximately 1 hr. 30 mins. additionally, which time was devoted exclusively to serving the Bureau's best interests. As the Bureau is aware, in an office this size, there is not a complaint Agent on duty at any time, and this is high lighted outside of normal working hours. I am well known throughout the division, and it is not uncommon for me to receive between one and fifteen telephone calls at my home during the evening and weekends, these calls emanating from the news media, other law enforcement officers and the general public. Also, in accordance with Bureau policies, numerous teletypes and urgent telephone calls are relayed to me from the office. It has also been my practice, so far as is possible, to read, analyze and study the Law Enforcement Bulletin, other reading material pertaining to law enforcement work, preparation of memoranda, etc., while at home. So far as possible I prepare my speeches while at home, and during the last six months of 1960 they numbered nineteen. I use these items as illustrations of some of the

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REC-144

67-188715-201	
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many matters that have been handled at my residence and which have not been included in the 2 hrs. 57 mins. overtime for 1960. These matters for the most part apply to the SAC. The number of urgent matters, calls, contacts, etc., is accentuated in an office of this size that has such an unusually high percentage of criminal cases and statistical accomplishments. By the very nature of such work it can not be delegated to handling during normal working hours. As can be seen from these figures, the actual amount of overtime that I contributed approaches 4½ hrs. per day.

During the last six months of 1960 there was an extreme hardship in my family. The Bureau is aware that our youngest child was born [redacted] and is our fourth child. The other three are relatively small, one being two years of age at the time of the latest addition. We have no relatives within 1600 miles round trip and none who could assist us. We were unable to secure domestic help. My wife had an unusually difficult time, possibly due to her age, during her latest pregnancy and had an extended period of stay in the hospital, plus a difficult time in recovering from the birth of this child. This hardship started in about July and went through the balance of the calendar year. It was necessary for me to care for the family and the wife. During that six month period I averaged 2 hrs. 43 mins. per day overtime, plus approximately 1½ hrs. at home in handling official matters, as referred to above, for a total of approximately 4 hrs. 13 mins. per day. After spending such time on my work and taking care of my family, on some occasions I came to work with less than 2 hrs. sleep the night before. It was not a lack of interest or good intention that prohibited me from putting in an additional amount of overtime, but it was a physical impossibility.

I am reasonably sure that taking all circumstances into consideration the Bureau joins me in the view that the amount of overtime I contributed was most commendable and was a result of Herculean effort on my part.

It is anticipated that I will continue to do all in my power to share the work load. The Bureau's position in this matter is fully appreciated, and every effort is being made to comply with the Bureau's desires.

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Mr. Callahan

2-28-61

C. R. Davidson

WILLIAM W. TURNER
Special Agent, GS-12
Oklahoma City (Under Transfer to Knoxville)
Suspended and On Probation
EOD 2-5-61

APPEAL OF DISCIPLINARY ACTION AS VETERAN

By letter 2-23-61 [] of the Civil Service Commission (CSC), Regional Office at Dallas, Texas, advises that SA William W. Turner has filed an appeal relative to his suspension from February 13, 1961, to March 15, 1961, and relative to a special performance rating afforded him December 15, 1960.

With respect to the suspension appeal, [] requests us to furnish the procedural record concerning the suspension such as copies of the charge letter, Turner's reply if one was filed, our decision and the notification of personnel action for the suspension. He also requests the period of Turner's employment as a Special Agent.

The Veterans' Preference Act under which Turner is appealing does not require advance written notice, opportunity by the employee to reply, etc., as to any action except an adverse action. An adverse action means a discharge, a demotion, or a suspension exceeding 30 days. We have not taken adverse action against Turner within the meaning of the Veterans' Preference Act. We suspended him for 30 calendar days from close of business February 13, 1961, to close of business March 15, 1961. This action was taken in view of his unfounded allegations concerning his superior and the unsatisfactory performance of his duties. On 12-15-60 Turner was afforded a special performance rating in which he was rated unsatisfactory in attitude although the over-all rating was Satisfactory. On 12-27-60 he was censured and placed on probation as result of rating. He thereafter in several letters to the Director took exception to the special performance rating. Inspector [] on 2/1 - 4/61 looked into matter at Oklahoma City. As a result of findings, Turner was suspended for 30 days and ordered under transfer to Knoxville. What probably misleads CSC Regional Office into thinking it may have jurisdiction here is the period of suspension which runs from close of business February 13 to close of business March 15, 1961. Although this appears to be more than 30 days, it is in effect a 30-calendar-day period.

PFO:jkw (6) Enclosure

- 1 - [] 1 - Training and Inspection Division
- 1 - Oklahoma City Field Office File
- ① - Personnel File of SAC Grapp

With respect to the appeal of the special performance rating, [] asks whether it was an official rating. He also asked that we inform him of the exact date covered by the last official rating on Turner if the special performance rating is an administrative rating. He also requested our comments as to whether the performance rating plan established by the Department of Justice provides for administrative ratings in addition to official ratings. He requested us to furnish a copy of the rating in the event the rating is appealable to the Board of Review.

Special performance rating dated 12-15-60 afforded Turner was an administrative rating. Turner's last official rating was dated 3-31-60 and covered period 4-1-59 through 3-31-60. Department of Justice performance rating plan provides for administrative unofficial performance ratings. Department's plan was approved by CSC. Existing regulations provide only for an appeal of an annual performance rating. In Turner's case, he has no right of appeal since it was an administrative rating. His lack of appeal rights was previously confirmed by us by contact with CSC here in Washington.

CSC Regional Office has apparently raised above questions in order to determine whether it would have jurisdiction in this matter.

By letter 2-23-61 Senator K. B. Keating (R-New York) forwarded a letter received by him from SA Turner's father making various allegations concerning Bureau's administrative policies and complaining that action taken against SA Turner was unwarranted. This matter is being handled separately.

RECOMMENDATION:

It is recommended that attached letter be sent to [] with a copy of personnel action notification form covering his suspension so that [] can see for himself that the suspension does not exceed 30 days. Letter also advises him that Department of Justice rating plan provides for administrative ratings.

Mr. Callahan

2-23-61

C. R. Davidson

[redacted]
Special Agent, GS-11
Oklahoma City (Under Transfer to Butte)
Suspended and on Probation
EOD 8-9-54

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APPEAL OF DISCIPLINARY ACTION AS VETERAN

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By letter 2-23-61 [redacted] of the Civil Service Commission (CSC) Regional Office at Dallas, Texas, advises that Special Agent [redacted] has filed an appeal relative to his suspension from January 9, 1961, to January 27, 1961, and from February 5, 1961, through March 16, 1961.

[redacted] requests us to furnish the procedural record pertinent to the suspensions, such as copies of the notices of proposed adverse action, of Gibbons' replies, of the decisions, and of the personnel action notifications. He invites us to furnish any additional information we desire concerning the suspensions. He points out he wants the material to assist in determining whether CSC has jurisdiction and to aid in resolving the appeal should CSC have jurisdiction.

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The Veterans' Preference Act under which [redacted] is appealing does not require advance written notice, opportunity by the employee to reply, etc., as to any action except an adverse action. An adverse action means a discharge, a demotion, or a suspension exceeding 30 days. We have not taken adverse action against [redacted] within the meaning of the Veterans' Preference Act. We suspended him for 15 workdays, from 1-9 through 1-27-61, because he failed to meet the weight requirements despite his knowledge that he was overweight and that the Bureau wanted him to meet its standards. He succeeded in reducing to the desirable weight range on 2-3-61.

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On 1-28-61 [redacted] had written CSC claiming the Bureau was discriminatory in having suspended him because others who did not meet the weight standards were not suspended, and that by failure to advise of his rights to unemployment compensation we took an unwarranted punitive action against him. On 2-1 - 4-61 Inspector [redacted] checked into this matter at Oklahoma City. [redacted] made a number of allegations against SAC Grapp which the Inspector determined were unfounded. A review of [redacted] work showed he had made one substantive error in his work and several form errors. The Bureau consequently suspended [redacted] once more from 2-15-61 through 3-16-61.

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WECH:cc (6)

1 - [redacted] 1 - Oklahoma City Field Office File

1 - Training and Inspection Division

1 - Personnel File of SAC Grapp

Enclosures

(OVER)

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JUL 6 1961

Memorandum to Mr. Callahan

Re: [redacted]

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continued him in the probationary status in which he had been placed 1-4-61 incidental to his earlier suspension, and transferred him to Butte.

What probably misleads the CSC Regional Office into thinking it may have jurisdiction here is an apparent error respecting the second suspension which the letter from [redacted] shows as running from February 5 through March 16, 1961. This would of course exceed 30 days and bring that suspension within the purview of the Veterans' Preference Act.

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RECOMMENDATION:

It is recommended the attached letter be sent to [redacted], with copies of the personnel action notification forms covering each of the two suspensions so that [redacted] can see for himself that neither suspension exceeds 30 days.

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PERMANENT BRIEF OF [redacted] FILE IS ATTACHED

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UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: FEB. 24, 1961

FROM : SAC, OKLA. CITY

SUBJECT: WESLEY G. GRAPP
SAC

Mr. Tolson	✓
Mr. Parsons	✓
Mr. Mohr	✓
Mr. Belmont	✓
Mr. Callahan	✓
Mr. Conrad	✓
Mr. DeLoach	✓
Mr. Evans	✓
Mr. Malone	✓
Mr. Rosen	✓
Mr. Tavel	✓
Mr. Trotter	✓
Mr. W.C. Sullivan	✓
Tele. Room	✓
Mr. Ingram	✓
Miss Gandy	✓

OKLA. CITY
ReOClets July 21, 1959 and June 28, 1960, as well as other correspondence in recent years relative to the fact that Mrs. Grapp has had most serious ear trouble.

The Bureau is aware her most recent surgery, her third ear operation, was on May 26, 1960. As previously set forth, the doctor advises that her ears will always be extremely sensitive to severe dampness and cold. Head colds settling in her ears have caused infections and subsequent growths requiring major surgery. He has recommended a moderate climate, such as in the southwestern or western areas of the United States, including the west coast, possibly Florida, etc., where head colds are relatively few, as such seriously affect the condition of her ears, causing complications of a most severe nature.

Mrs. Grapp had a final examination by her ear specialist yesterday, Feb. 23, 1961, and he dismissed her from further medical care at this time, advising her ear trouble has been cured, as far as he presently can determine.

I want to take this means of expressing heartfelt appreciation for assigning me to the Oklahoma City Office during the period of time my wife was receiving this most specialized medical treatment, and to state that I continue to be available for whatever assignment the Bureau desires.

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REC-139

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Numbered _____
MAR 6 1961

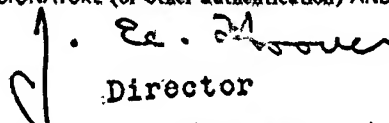
JUL 6 1978

Let to Grapp
3-3-61
LLP:ing

3-PPD

NOTIFICATION OF PERSONNEL ACTION

50 - 106 - 13

1. NAME (LAST [CAPS]-First-Middle-Mr.-Miss-Mrs.) GRAPP, WESLEY G. (MR.)		2. DATE OF BIRTH 10-19-18	3. IDENTIFICATION (optional) 00001
4. THIS IS AN OFFICIAL NOTICE OF THE PERSONNEL ACTION DESCRIBED BELOW, WHICH AFFECTS YOUR EMPLOYMENT. GENERAL INFORMATION CONCERNING YOUR EMPLOYMENT APPEARS ON THE REVERSE SIDE OF THIS FORM.			
5. NATURE OF ACTION (standard terminology must be used) PROMOTION		6. EFFECTIVE DATE OF ACTION 4-3-61	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW
FROM- Special Agent (SAC) GS 16 \$15,515 per annum		8. POSITION TITLE AND NUMBER 9. SERIES, GRADE, SALARY 10. NAME AND LOCATION OF OFFICE BY WHICH EMPLOYED 11. DUTY STATION	TO- Special Agent (SAC) GS 17 \$16,530 per annum
<input type="checkbox"/> Yes		12. APPORTIONED POSITION	<input type="checkbox"/> Yes <input type="checkbox"/> Apportionment Waived <input type="checkbox"/> STATE <input type="checkbox"/> Proved
13. VETERAN PREFERENCE No <input type="checkbox"/> 5-pt. <input checked="" type="checkbox"/> 10-pt. Disab. <input type="checkbox"/> 10-pt. Other <input type="checkbox"/>		14. TENURE GROUP	
16. APPROPRIATION From: S & E, FBI To: SAME		17. PAYROLL DEDUCTIONS CSR <input type="checkbox"/> FICA <input type="checkbox"/> FEGLI <input type="checkbox"/>	
15. POSITION OCCUPIED IS IN THE: <input type="checkbox"/> Competitive Service <input checked="" type="checkbox"/> Excepted Service		18. DATE OF APPOINTMENT AFFIDAVITS (accessions only)	
19. REMARKS: <input type="checkbox"/> a. Subject to completion of 1 year probationary (or trial) period commencing _____ <input type="checkbox"/> b. Service counting toward career (or permanent) tenure from: _____ Separations: Show reasons below, as required. Check, if applicable: <input type="checkbox"/> c. During probation <input type="checkbox"/> d. From appointment of 6 months or less			
This promotion is temporary and will remain in effect only for the duration of present assignment.			
Basis for this position is Section 505 (e) of the Classification Act of 1949 as amended.			
20. EMPLOYING DEPARTMENT OR AGENCY U. S. DEPARTMENT OF JUSTICE FEDERAL BUREAU OF INVESTIGATION		22. SIGNATURE (or other authentication) AND TITLE  Director	
21. OFFICE MAINTAINING OFFICIAL PERSONNEL FOLDER (if different than item 10, above) FEDERAL BUREAU OF INVESTIGATION WASHINGTON 25, D. C.		23. DATE: 4-3-61	

Mr. Callahan

3/17/61

C. R. Davidson

[redacted]

Special Agent; GS-11; On Probation
EOD 8-9-54

Under Transfer from Oklahoma City
to Butte (leaving 3-17-61).

APPEAL OF DISCIPLINARY ACTION AS VETERAN

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By letter to [redacted] 3-13-61 (copy to Bureau), the Dallas Regional Office of the Civil Service Commission (CSC) informs [redacted] that his appeal of the Bureau's action in twice suspending him cannot be accepted because these suspensions are not within the cognizance of the Veterans' Preference Act. The letter tells him if he is not satisfied he can contact the Board of Appeals and Review of the CSC at Washington, D. C.

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[redacted] was suspended originally from 1-9 through 1-27-61 and placed on probation because he did not meet the weight standards. As of 2-3-61, he satisfied these requirements by weighing 182 1/4 pounds (desirable weight limit 183 3/4). In the meantime, he had made a number of allegations against SAC Grapp. Inspector [redacted] checked into these allegations at Oklahoma City in early February, 1961, and determined that they were false. As a result, [redacted] was suspended again, from 2-15 through 3-16-61, continued on probation, and transferred to Butte.

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There is an error in the CSC letter to [redacted] which may stimulate further correspondence between him and CSC but is not germane. CSC stated in referring to the first suspension, 1-9 through 1-27-61, that "the record shows that you were returned to duty after meeting the physical requirements." Record does not show this. It shows that as of 2-3-61, [redacted] was successful in meeting the weight requirements. CSC was informed in Bulet 2-28-61 of the dates of this suspension, 1-9 through 1-27-61, and that as of 2-3-61 [redacted] met the weight requirements. It is not known how to account for the CSC error except on the basis of inadvertence. It is pointed out this error does not affect the validity of our position, which was adopted by CSC, that as neither suspension exceeded 30 days the Veterans' Preference Act is not involved.

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Enclosures

WEC:njb

(6)

1 - [redacted]

1 - Training and Inspection Division

① - Personnel File of SAC Grapp

1 - Oklahoma City Field Office File

XEROX
JUL 6 1978

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(OVER)

Memorandum to Mr. Callahan

Re: SA

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RECOMMENDATION:

That the attached letter be sent the SAC, Oklahoma City advising him of the outcome of this case as well as that of SA William W. Turner, former Oklahoma City Agent, who likewise appealed to CSC and was likewise advised by CSC that his appeal could not be accepted. Copies are designated for Butte, new office, and Knoxville, Turner's new office.

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PERMANENT BRIEF OF FILE OF SA **IS ATTACHED.**

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REC-13

March 3, 1961

PERSONAL

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Oklahoma City, Oklahoma

Dear Grapp:

Your letter of February 24, 1961, in which you advise of the improved condition of Mrs. Grapp has been received. I was glad to learn that her physician is of the opinion that her ear trouble has now been corrected.

Your courtesy in advising me of this is indeed appreciated, and I am happy to know that your assignment to the Oklahoma City Office has been beneficial in this regard. Please extend to Mrs. Grapp my very best wishes for her future good health.

Sincerely,
J. Edgar Hoover

LLD:njb
(3)

NOTE: Mr. Grapp has been SAC at Oklahoma City since 9-21-58. Bureau has been aware that for some time his wife has been seriously troubled with a growth in her ears and infection of the bony structure. She underwent surgery in 1957 and 1959 and again in May, 1960. In his current letter, SAC Grapp states her doctor has recommended a moderate climate such as southwestern or western United States, the West Coast, Florida, etc., where the climate is relatively mild and warm. On examination by her ear specialist 2-23-61, Mrs. Grapp was advised that so far as he could determine her ear trouble has been cured.

- Tolson
- Parsons
- Mohr
- Belmont
- Callahan
- Conrad
- DeLoach
- Egan
- Malone
- Rosen
- Tavel
- Trotter
- W.C. Sullivan
- Tele. Room
- Ingram
- Gandy

MAIL ROOM ☐ TELETYPE UNIT ☐

Mar 3 3 40 PM '61
FBI
RECEIVED-READING ROOM

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RRD

UNITED STATES GOVERNMENT

Memorandum

TO : MR. TOLSON

DATE: 3/16/61

FROM : J. P. MOHR

SUBJECT: PERSONNEL CHANGES

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It is recommended that SAC Wesley G. Grapp, Oklahoma City Office, be transferred to serve as SAC of the Miami Office.

SAC Grapp entered on duty November 4, 1946, is in grade GS 16, \$15,515, 42 years old, having been born in Aberdeen, South Dakota, married with four children and has Bachelor of Philosophy and Bachelor of Laws degrees. Grapp has served as SAC since February 23, 1956, and as such has served in Richmond, Buffalo, and his present office, Oklahoma City. Grapp has established a good record as an SAC. During the latest inspection of the Oklahoma City Office March 4 to 17, 1961, the Inspector stated Grapp made an excellent appearance, has done an excellent job in public relations and contacts, and provides direct personal and firm leadership. He is a fair but firm taskmaster, fully cognizant of all important operations in his office and considered capable of handling greater responsibilities. The ratings of the inspection were as follows: Physical Condition and Maintenance - Good; Administrative Operations, Investigative Operations and Personnel Matters - all Very Good; Contacts - Excellent. The Director last saw him on October 27, 1959, it being noted that the Director did not see Grapp on June 20 or 21, 1960, when Grapp was in Washington because of the Director's absence from the city. When the Director last saw him he stated Grapp made an excellent personal appearance and considered him above average. Since that date (October 27, 1959) he has been commended on 7 occasions and has not been censured. SAC Grapp is within desirable weight limits. By letter February 24, 1961, Grapp advised that his wife's serious ear trouble had progressed satisfactorily and appeared to be cured following a number of operations, although the doctor stated her ears always would be extremely sensitive to severe dampness and cold. SAC Grapp stated he continued to be available for whatever assignment the Bureau desired. Summary of statistics of the Oklahoma City Office from July 1, 1960, through February 28, 1961, reflects an increase in convictions of 7%; automobiles recovered 11%; and fugitives apprehended 1%; a decrease of 20% fines, savings and recoveries. Oklahoma City has 56 agents and 1,152 investigative matters pending as of March 1, 1961. Miami has 120 agents and 2,441 investigative matters pending as of that same date.

WSH:lae

(2)

PERMANENT BRIEF ATTACHED

REC-132

67-188 613-262	
Searched	Indexed
MAR 17 1961	
JUL 6 1961	

DIRECTOR, FBI

FEB. 26, 1961

SAC, OKLA. CITY (88-2783)

[REDACTED] - FUGITIVE
UFAC - KIDNAPING

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The purpose of this letter is to recommend a general letter of commendation to this office.

The above captioned individual, along with [REDACTED], robbed a bank at Coweta, Okla., July 29, 1959, and kidnaped a youth from Broken Arrow, Okla., whom they held as a hostage. In fleeing they shot at and ran off the Broken Arrow Police Department. A short time later, while attempting to elude a road block, the escaped car, with the subjects and hostage, became stuck in a ditch. FBI Agents and local officers were at the scene. The Bureau will recall these subjects threatened to kill the hostage if they were not permitted free passage from the scene. They held off approximately 300 law enforcement officers for a period of about four hours. As the Bureau has previously been advised in detail, they threatened to kill the hostage unless SAC GRAPP came to their car and negotiated with them. After several such trips SAC GRAPP managed to induce the subjects to surrender to him, and the hostage was freed unharmed. Subsequently, with the acquiescence of the Attorney General, the two subjects were turned over to county authorities, were tried for kidnaping and each received a twenty year term. They were incarcerated at the Oklahoma State Reformatory, Granite, Okla.

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[REDACTED] escaped from that institution on Feb. 13, 1961, and information was received by local authorities that he was going to California. The facts were presented to the U. S. Attorney's Office by the Warden and process was issued under the Fugitive Felon Act. As the Bureau records reflect, the subject has a background of violence and a lengthy record for trouble with law enforcement.

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XEROX
JUL 6 1978

OC 88-2783

Information was developed from his divorced wife at Fort Gibson, Okla., reflecting she was in receipt of a letter from the subject, in which he stated he would call her at approximately 9:00 p.m., Feb. 27, 1961, from Oklahoma City, and would be using the assumed name of [REDACTED].

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Through an excellent relationship with the Southwestern Bell Telephone Company in Oklahoma City, 50 to 100 long distance telephone operators, along with other key personnel, were alerted to the possibility of such a call being placed at the indicated time. Direct dialing is involved, and the telephone call could not be "backed up" from Fort Gibson, a distance of approximately 200 miles. The telephone company, in addition to alerting the long distance operators and other key personnel, kept on duty two specialists in the handling of directories to assist in this matter.

It was desired that the subject be apprehended, if possible, by surprise and with an overwhelming amount of manpower, so there would be no opportunity for him to resist, due to his prior record of violence and possible mental derangement of a violent nature. To insure that objective was accomplished, a conference was had in the Oklahoma City Office by the SAC during the early evening hours of Feb. 27, 1961, and the various Agents were given assignments to cruise in the various sections of the city where it was most likely that such a telephone call, if it transpired, would actually be placed. The problem was magnified by the fact that Oklahoma City, from the standpoint of square mileage, is the second largest city in the nation, with an area of 432 square miles.

At 8:56 p.m., Feb. 27, 1961, the subject, using the assumed name, asked to place a long distance call to

OC 88-2783

his divorced wife at Fort Gibson, Okla. Within five minutes from the time the call was placed, it was traced, the Oklahoma City Office notified as to the location of the telephone, which was a pay booth in a drug store, the broadcast was made to the Agents and the subject was apprehended. He never had a chance to offer resistance, as he was surrounded by a number of Bureau Agents and taken completely by surprise. Within that five minute period there were eighteen Agents, plus the ASAC and SAC, at the scene. It was one of the smoothest and best planned operations ever perfected in this division. The extreme success in the apprehension of this most dangerous fugitive was due to a large part to detailed planning, attention to detail on the part of all personnel, a maximum of cooperation from the telephone company and gaining the confidence of the divorced wife. Excellent publicity has followed this apprehension, and the subject is presently awaiting return to local authorities. I know of no way the handling of this case could have been improved upon.

In view of the large number of personnel who have worked on this case, it is recommended that a general letter of commendation, as distinguished from individual letters of commendation, be sent to this office for inclusion in the appropriate personnel files.

ADDENDUM

RFS:sa

3-13-61

The apprehension of Hutchinson by SAC, Grapp and Agents of the Oklahoma City Office appears to be the result of excellent co-ordination by the SAC and swift and effective action by apprehending Agents. Since the apprehension of this dangerous fugitive was the result of the combined efforts of the SAC and a number of Agents of the Oklahoma City Office, the Special Investigative Division recommends a general letter to the Oklahoma City Office commending Agents who participate in the apprehension.

UNITED STATES GOVERNMENT

Memorandum

TO : MR. TOLSON

DATE: March 20, 1961

FROM : J. P. MOHR

SUBJECT: WESLEY G. GRAPP
 Special Agent in Charge
 Oklahoma City Division
 Under Transfer to Miami

Tolson _____
 Parsons _____
 Mohr _____
 Belmont _____
 Callahan _____
 Conrad _____
 DeLoach _____
 Evans _____
 Malone _____
 Rosen _____
 Tavel _____
 Trotter _____
 W.C. Sullivan _____
 Tele. Room _____
 Ingram _____
 Gandy _____

Mr. Grapp called me this morning and stated that, unless advised to the contrary, he planned to leave Oklahoma City, via personally owned car, for Miami on Friday, March 31, 1961, in order to arrive here for two-day conferences on Monday and Tuesday, April 3 and 4. Mr. Grapp stated that his family would not be traveling with him but they would join him later in Miami.

The necessary brief and summary will be prepared for the Director's use when he sees Mr. Grapp.

[Handwritten signatures and initials]

REC-132

67-188613-263

8 MAR 22 1961

- 1 - Mr. Callahan
- 1 - Mr. DeLoach
- 1 -
- 1 - Movement Unit

JPM:hif

(7)

APR 10 1961

b6
b7CXEROX
JUL 6 1978

March 17, 1961

REC-132
 Mr. Wesley G. Grapp
 Federal Bureau of Investigation
 Oklahoma City, Oklahoma

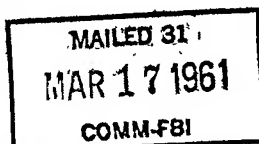
b6
 b7C

Dear Mr. Grapp:

Your headquarters are changed from **Oklahoma City, Oklahoma, to Miami, Florida, as Special Agent in Charge**, effective upon your arrival there on or after this date. This change is made for official reasons and you will be allowed transportation expenses and per diem at the rate of \$12.00 per day within the U. S., \$6.00 per day for air travel, rail travel, and ocean travel by steamship outside the continental limits of the U.S., transportation expenses for your immediate family, and transportation cost of household goods and personal effects as provided for in Public Law 600 dated August 2, 1946, and Executive Order 9805, dated November 25, 1946, as amended. You are authorized to use your privately owned automobile and you will be reimbursed at the rate of ten cents per mile plus incidental expenses, not to exceed the cost by common carrier over the most direct route for all persons officially traveling therein. Should your dependents travel separate and apart from you, expenses will be allowed under the same conditions as above. **Your Two-Day Conferences scheduled for April 3, 1961, are hereby canceled and you should report to the Seat of Government for conferences en route transfer.**

Enclosure

Very truly yours,



John Edgar Hoover
 Director

1 - SAC, Miami

1 - SAC, Oklahoma City Expedite transfer and advise Bureau within 48 hours the date you will depart on transfer and arrive at Seat

1 - Mr. DeLoach

1 - Mr. Mohr

1 - [redacted]

1 - [redacted]

1 - [redacted]

1 - Mr. C. Ray Davidson

1 - Mr. Callahan

1 - Mr. Malone

1 - [redacted]

Tolson _____
 Parsons _____
 Mohr _____
 Belmont _____
 Callahan _____
 Conrad _____
 DeLoach _____
 Evans _____
 Malone _____
 Rosen _____
 Tavel _____
 Trotter _____
 W.C. Sullivan _____
 Tele. Room _____
 Ingram _____
 Gandy _____

mbp
 (13)

MAIL ROOM ☒ TELETYPE UNIT ☐

JUL 6 1978

b6
 b7C

5-11-61
J. Edgar Hoover

March 16, 1961

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Oklahoma City, Oklahoma

Dear Mr. Grapp:

I am especially pleased to commend you and your associates for the outstanding job done in the apprehension of [redacted] subject of an Unlawful Flight to Avoid Confinement-Kidnaping case.

b6
b7C

The apprehension of this dangerous and badly wanted fugitive can be attributed to your thorough and detailed planning and to the swift and effective actions of all. The prestige of the FBI has been greatly enhanced and I want you to know of my appreciation. I want you to convey my sincere thanks to those who participated for the splendid caliber of their services.

Sincerely yours,

J. Edgar Hoover

JEC-11

RECEIVED
FBI
MAR 17 11 13 AM '61

264

1 - SAC, Oklahoma City (Personal Attention)

Place copies of this letter in files of personnel who participated in this matter.

1 - [redacted] (Sent Direct)

AFH
(5)

- Tolson
- Parsons
- Mohr
- Belmont
- Callahan
- Conrad
- DeLoach
- Egan
- Malone
- Rosen
- Tavel
- Trotter
- W.C. Sullivan
- Tele. Room
- Ingram
- Gandy

XEROX

APR 10 1961 TELETYPE UNIT

CRP
JUL 6 1978

b6
b7C

March 27, 1961

PERSONAL ATTENTION

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Oklahoma City, Oklahoma

Dear Mr. Grapp:

I have reviewed the results of the recent inspection of the Oklahoma City Office, and, based upon the Inspector's findings, the ratings for the various phases of operations are: Physical Condition and Maintenance - Good; Investigative Operations, Administrative Operations and Personnel Matters - Very Good; Contacts - Excellent.

The space in headquarters city is maintained in a neat and businesslike manner. The crowded condition will be alleviated when your office moves into new space scheduled to be available later this year. You should continue to survey the fire-arms ranges in the vicinity of Oklahoma City. As soon as a suitable range is found closer to headquarters, appropriate recommendations should be made to the Bureau.

Fines, savings and recoveries reported by your office are down compared with same period last year. You should make certain that those cases which have recovery potential are given close attention to reverse this undesirable trend.

Three substantive errors were detected in cases under investigation by your office. Too many fugitive deadlines were missed. Errors in the Number Three (Locator) Cards were high. These point up the continuing need for closer supervision and an increased awareness on the part of supervisory and agent personnel.

1 - Mr. Callahan (Attention C. R. Davidson) (with enclosure)

1 - Personnel file of SAC/Grapp

ECW:meh

(7)

Based on memo J. F. Malone to Mr. Mohr, 3/27/61, Re: Inspection - Oklahoma City, Inspector E.C. Williams, 3/4 - 16/61. ECW:meh.

JUL 6 1978

Mr. Wesley G. Grapp

The number of misfiled index cards was excessive and there was a high backlog of pending work in the Chief Clerk's Office. There were too many errors of form. You should emphasize training of clerical personnel and supervisory staff to reduce these errors and bring operations up to the most efficient level.

Your office solved six of nine bank robberies which occurred since the last inspection and solved three prior bank robberies; however, only three out of twelve burglaries which occurred since the last inspection have been solved. Continue to give these matters your personal attention and insure prompt, imaginative and aggressive investigations. The Inspector found your office had no formal bank robbery procedure plan. This should be corrected immediately.

The downward trend of the percentage of agents' time in the office is encouraging, and I expect you to continue affording this your personal attention to insure maximum productivity.

You and the Assistant Special Agent in Charge should carefully study the findings contained in the inspection memoranda concerning the work papers and the inspection report left with you. The deficiencies noted and instructions issued by the Inspector should be given immediate attention and the Bureau advised within thirty days of corrective action taken.

Sincerely yours,

John Edgar Hoover
Director

FILE COPY

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. Mohr

DATE: March 20, 1961

FROM : C. D. DeLoach

SUBJECT: TRANSFER
SAC TEAGUE
FROM MIAMI TO OKLAHOMA CITY

Tolson _____
Parsons _____
Mohr _____
Belmont _____
Callahan _____
Conrad _____
DeLoach _____
Evans _____
Malone _____
Rosen _____
Tavel _____
Trotter _____
W.C. Sullivan _____
Tele. Room _____
Ingram _____
Gandy _____

At 11:18 a.m. today SAC Teague of the Miami Office telephoned and Wick talked to him. He said that in connection with his transfer to Oklahoma City he has talked with SAC Grapp at the latter named city so that press inquiries could be properly answered. Teague said that in saying his good-byes and arranging his personal affairs, the matter of his transfer from Miami has become known and Teague asked what he should do about it.

ACTION TAKEN:

Wick told Teague that coordinating with SAC Grapp at Oklahoma City, Teague should acknowledge that in a purely routine administrative manner he is being transferred to Oklahoma City as SAC and that Mr. Grapp will assume the duties of SAC in Miami in approximately two weeks. Biographical data and photographs of each SAC will be made available to the press in the respective cities simultaneously.

ACTION:

For record purposes.

1 - Mr. Callahan

1 - [REDACTED]

REC-136

51347-461
2 11 22 361

b6
b7C

REW:sak
(4)

XEROX
JUL 6 1979

APR 1

APR 19 1961

Hm

April 3, 1961

PERSONAL

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Washington, D. C.

Dear Grapp:

I am indeed pleased to advise you of your promotion to the position of Special Agent in Charge, \$16,530 per annum in Grade GS 17, effective April 3, 1961.

For your information, this promotion is temporary and will remain in effect only for the duration of your present assignment.

Sincerely,

1 - Movement

REC-138

188613-265
SEARCHED INDEXED
SERIALIZED FILED
9 APR 4 1961

1 - [redacted]

1 - [redacted] - Sent Direct

b6
b7C

(5)

Special Salutation per Reading Room.

Mr. Tolson _____
Mr. Parsons _____
Mr. Mohr _____
Mr. Belmont _____
Mr. Casper _____
Mr. Callahan _____
Mr. Conrad _____
Mr. DeLoach _____
Mr. Evans _____
Mr. Gale _____
Mr. Rosen _____
Mr. Sullivan _____
Mr. Tavel _____
Mr. Trotter _____
Tele. Room _____
Mr. Ingram _____
Miss Gandy _____

SENT FROM D. O.
TIME 5:45 PM
DATE 4-3-61
BY MB

RECEIVED
JUL 8 1961

RD
RCH

7 1961

UNITED STATES GOVERNMENT

Memorandum

Tolson _____
 Parsons _____
 Mohr _____
 Belmont _____
 Callahan _____
 Conrad _____
 DeLoach _____
 Evans _____
 Malone _____
 Rosen _____
 Tavel _____
 Trotter _____
 W.C. Sullivan _____
 Tele. Room _____
 Ingram _____
 Gandy _____

TO : THE DIRECTOR

DATE: April 3, 1961

FROM : CLYDE TOLSON

SUBJECT: WESLEY G. GRAPP
 Special Agent in Charge
 Under Transfer to Miami as Special Agent in Charge

I would like to recommend that Mr. Grapp be reallocated from Grade GS-16, \$15,515 per annum, to Grade GS-17, \$16,530 per annum. Mr. Grapp was promoted to Grade GS-16 on November 19, 1958. I think in being assigned to an office the size of Miami, it warrants his salary being placed in Grade GS-17.

Mr. Grapp is 42 years of age, married and has four children. He entered on duty as a Special Agent on November 4, 1946, and has been Special Agent in Charge in Richmond, Buffalo and Oklahoma City. The Oklahoma City Office was last inspected in March, 1961, and was rated Good in Physical Condition and Maintenance; Very Good in Investigative and Administrative Operations and Personnel Matters and Excellent on Contacts. Mr. Grapp has an excellent record in the Bureau's service and it is noted that the Oklahoma City Division was up in all statistical categories, with the exception of fines, savings and recoveries which was down 20 per cent over last year. Mr. Grapp's weight is within desirable limits.

RECOMMENDATION:

It is recommended that Mr. Grapp be reallocated to Grade GS-17, \$16,530 per annum.

EJP
Letter, w/s
+ forwarded
prepared
4-3-61
ERT

Yes. V.
REC-130

67-188613-*266*
 SEARCHED _____ INDEXED _____
 APR 6 1961
 JUL 6 1978
 XEROX

CT:hir
 (2) 3 TO 14, 181

APR 11 1961

3-act

UNITED STATES ATTORNEY
WESTERN DISTRICT OF OKLAHOMA
OKLAHOMA CITY F.O.

PAUL W. CRESS

Mr. Tolson _____
Mr. Parsons _____
Mr. Mohr _____
Mr. Belmont _____
Mr. Callahan _____
Mr. Conrad _____
Mr. DeLoach _____
Mr. Evans _____
Mr. Malone _____
Mr. Rosen _____
Mr. Tavel _____
Mr. Trotter _____
Mr. W.C. Sullivan _____
Tele. Room _____
Mr. Ingram _____
Miss Gandy _____

Dear Mr. Hoover:

Wesley G. Grapp, your Special Agent in Charge in Oklahoma, is being transferred. No one knows better than you the conditions here when Mr. Grapp arrived. One could say he opened a new office under adverse conditions.

Now, I believe he is leaving one of, if not the, top F.B.I. offices in the country. He has a closely knit and functional organization. His relations with other law enforcement agencies and officers over the State are excellent.

I am proud to have been associated with Wesley. You and the Bureau can well be proud of Mr. Grapp.

Sincerely,

Paul W. Cress
PAUL W. CRESS

Mr. J. Edgar Hoover
Director
Federal Bureau of Investigation
Washington 25, D. C.

REC-130

67-188613-1267
Searched _____ Indexed _____
9 APR 6 1961

March 22, 1961

~~EXP. PROC.~~

MAR 27 1961

XEROX

APR 13 1961

mm
ack 3-31
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pk
auto
3-30-61
uw

Mr. Byron R. White
Deputy Attorney General
Director, FBI

April 11, 1961

ALAN H. BELMONT
CARTHA D. DE LOACH
COURTNEY A. EVANS
Assistant Directors
WILLIAM C. SULLIVAN
Chief Inspector

JOSEPH J. CASPER
WESLEY G. GRAPP
DONALD S. HOSTETTER
EDMUND D. MASON
FRANK L. PRICE
Special Agents in Charge
ALBERT P. GUNSSER
Special Agent Accountant

ROBERT E. WICK

~~JOSEPH J. MACLENNAN~~
Inspectors

OUTSTANDING PERFORMANCE RATINGS
FEDERAL BUREAU OF INVESTIGATION

b6
b7C

There are enclosed the annual performance ratings on Messrs. Belmont, DeLoach, Evans, Sullivan, Wick, MacLennan, Casper, Grapp, Hostetter, Mason, Price and Gunsser of the Federal Bureau of Investigation, covering the period from April 1, 1960, through March 31, 1961, wherein they have been given the adjective rating of Outstanding.

b6
b7C

In accordance with existing requirements, these ratings are transmitted for final approval by the Efficiency Awards Committee of the Department. I would appreciate it if you would promptly advise me when these ratings have been approved, in order that they can be considered official. To facilitate such processing, my signature on the ratings as approving officer will also serve as approval in my capacity as a member of the Efficiency Awards Committee.

Enclosures (13)

NEM:afh
(16)

Copies attached for files of: CARTHA D. DE LOACH, COURTNEY A. EVANS, WILLIAM C. SULLIVAN, ROBERT E. WICK, ~~JOSEPH J. MACLENNAN~~, JOSEPH J. CASPER, WESLEY G. GRAPP, DONALD S. HOSTETTER, EDMUND D. MASON, FRANK L. PRICE, ALBERT P. GUNSSER.

b6
b7C

DUPLICATE YELLOW

EX-103
JUL 6 1978

March 31, 1961

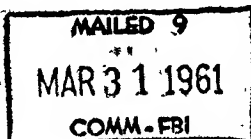
Honorable Paul W. Cress
United States Attorney
Western District of Oklahoma
Oklahoma City, Oklahoma

My dear Mr. Cress:

I have received your cordial letter of March 22, 1961, regarding Mr. Wesley G. Grapp, former Special Agent in Charge of our Oklahoma City Office.

It is always a source of encouragement to receive such generous remarks about my associates, and I am glad to learn that Mr. Grapp's endeavors in connection with his previous assignment were so well received. Please accept my thanks for your thoughtfulness in communicating with me on this occasion, and you may be sure that Mr. Grapp will be most appreciative of your kind comments.

Sincerely yours,
J. Edgar Hoover



- Oklahoma City - Enclosure
- Miami - Enclosure

NOTE: Bufiles contain no derogatory information regarding correspondent.
SAC Grapp has been assigned to the Miami Office.

JMM:pak (5)

APR 13 1961

FBI

JUL 6 1978

Wesley G. Grapp

940 First National Bldg.
Okla. City 2, Okla.
March 22, 1961

Mr. Tolson	✓
Mr. Parsons	✓
Mr. Mohr	✓
Mr. Belmont	✓
Mr. Callahan	✓
Mr. Conrad	
Mr. DeLoach	
Mr. Evans	
Mr. Malone	
Mr. Rosen	
Mr. Tavel	
Mr. Trotter	
Mr. W.C. Sullivan	
Tele. Room	
Mr. Ingram	
Miss Gandy	

Mr. J. Edgar Hoover
Director
Federal Bureau of Investigation
FBI
Washington, D. C.

Dear Mr. Hoover:

Your recent letter transferring me to Miami, Fla., was a most pleasant surprise. I am looking forward to this new assignment with enthusiasm, and want to express appreciation for your most recent expression of confidence in me.

As usual, I am looking forward to seeing you, if your heavy schedule will permit, while I am at the Bureau in the near future en route to the new assignment.

With every good wish,

Sincerely,

Wesley Grapp
SAC, Okla. City

Wesley Grapp

b6
b7C

EX-100
JUL 6 1978

REC-144

67- 188 613 - 268	
Searched	Numbered
1 APR 10 1961	

APR 14 1961

2/30

Court of Criminal Appeals

State of Oklahoma

Oklahoma City 5, Oklahoma

April 4, 1961

Kirksey Nix
PRESIDING JUDGE

John A. Brett
Vez Bussey
ADJUDG

Mr. T. W. ...	_____
Mr. ...	_____
Mr. ...	_____
Mr. ...	_____
Mr. Callahan	_____
Mr. Conrad	_____
Mr. ...	_____
Mr. Evans	_____
Mr. Malone	_____
Mr. ...	_____
Mr. Tavel	_____
Mr. Trotter	_____
Mr. ...	_____
Tele. Room	_____
Mr. ...	_____
Miss Gandy	_____

Honorable J. Edgar Hoover
United States Department of Justice
Federal Bureau of Investigation
Washington, D. C.

Dear Mr. Hoover:

I wanted you to know that it has been a genuine privilege to be associated with Mr. Wesley G. Grapp during his recent stay in Oklahoma City. We regret very much to lose him. It is a loss to the community, and to the State. He is a fine gentleman. We are in hopes that he will return to Oklahoma City after his retirement. Our loss will be Miami's gain.

Thought, too, that you might be interested to know that on June 3, 1961 the Oklahoma Baptist University is going to confer a Doctor of Laws Degree upon me. As I recall, you were so honored at one time. In my case it is deeply appreciated, in view of the fact that you might call me a "renegade" Baptist. When I got married I joined my Wife's Methodist Church, many years ago.

Our friend [redacted] resigned from the Pardon and Parole Board some time ago, and now is Special Agent for the Alcoholic Board of Control. He is a great individual.

I look forward to meeting your new agent. My good friend [redacted] told me he would bring him out to see me. He is another of God's noblemen.

With every good wish for your continued success and happiness, I am

Sincerely your friend,

John A. Brett.

3 APR 13 1961

XEROX
APR 21 1961

ORIGINAL FILED IN

ack
4-11-61
JMM/mie

... I thank God our President is a man of

APR 6 1961

b6
b7C

b6
b7C

62-91168-16
CORRESPONDENCE
PERS. F.

UNITED STATES GOVERNMENT

Memorandum

TO : MR. MOHR

DATE: 3/15/61

FROM : MR. J. F. MALONE

SUBJECT:

Oklahoma City Insp.
 INSPECTION - OKLAHOMA CITY DIVISION
 INSPECTOR ELDON E. WILLIAMS
 MARCH 4-17, 1961

Tolson _____
 Parsons _____
 Mohr _____
 Belmont _____
 Callahan _____
 Conrad _____
 DeLoach _____
 Evans _____
 Malone _____
 Rosen _____
 Tavel _____
 Trotter _____
 W.C. Sullivan _____
 Tele. Room _____
 Ingram _____
 Gandy _____

PRELIMINARY REPORT

OFFICIALS: Wesley G. Grapp, SAC since 9/21/58; [redacted] ASAC
 since 12/11/60.

PHYSICAL CONDITION AND MAINTENANCE - GOOD. Office makes neat, business-like appearance; however, very crowded but will obtain new space last half this year. Otherwise would have been very good. Autos in very good condition -- no safety defects.

INVESTIGATIVE OPERATIONS - VERY GOOD. Office up in three categories; down in fines, savings and recoveries. Case load averages approximately 1,170. Delinquency low. Bank robbery picture good. Four substantives detected -- average.

ADMINISTRATIVE OPERATIONS - VERY GOOD. Case load and administrative responsibilities equally divided between SAC and ASAC. Cases assigned and cases closed per Agent above field average. Resident Agent assignments high but equitable with territory well organized. Errors of form low. Chief Clerk's Office and steno pool efficient.

PERSONNEL MATTERS - VERY GOOD. 52 Agents now assigned (will be 56 when those ordered in on transfer arrive). Voluntary overtime high. Time in office high at 18.81%. Morale very good. All employees respect fair but firm administration by SAC and ASAC.

CONTACTS - EXCELLENT. Police training program, speech program, relations with press, radio and television excellent. FBI well respected in territory.

RECOMMENDATIONS:

1. SAC Wesley G. Grapp, GS-16 @ \$15,515; Veteran. Grapp makes excellent appearance; has done excellent job in public relations and contacts. Provides direct, personal and firm leadership. Fair but firm taskmaster. Fully cognizant of all important operations in his office. Considered capable of handling greater responsibilities.

XEROX
 APR 25 1961
 YPO

1 - Mr. Mohr

1 - Mr. Callahan (Att: Mr. C. R. Davidson)

RKM:wmj (5)

APR 27 1961 55

OVER

Memo for Mr. Mohr
Re: Inspection - Oklahoma City Division

2. ASAC [REDACTED], GS-14 @ \$12,990; Nonveteran. b6
First office ASAC. Has taken hold quickly; understands responsibilities; exercises b7C
good judgment and makes sound decisions. Has excellent potential; needs
additional experience.

gpb

AM

gpc

✓

11
April 11, 1961

REC-18
62-91168-16

Honorable John A. Brett
Judge
Criminal Court of Appeals
State Capitol Building
Oklahoma City 5, Oklahoma

EX-1
113

PERG. FILES

My dear Judge:

I have received your cordial letter of April 4, 1961, regarding Mr. Wesley G. Grapp formerly the Special Agent in Charge of our Oklahoma City Office.

It is always a source of encouragement to receive such generous remarks about my associates, and I am glad to learn that Mr. Grapp's endeavors in connection with his previous assignment were so well received. I know that Mr. Lee O. Teague who is succeeding Mr. Grapp will be pleased to meet you.

67-NOT RECORDED-3

I was glad to learn that the Oklahoma Baptist University is to confer a Doctor of Laws Degree on you, and I know you are proud of this honor being accorded you.

Sincerely yours,

J. Edgar Hoover

MAILED 31

APR 11 1961

COMM-FBI

- 1 - Oklahoma City - Enclosure
1 - Miami - Enclosure

NOTE: Mr. Brett is on the Special Correspondents' List. on the Special Correspondent's List. Bufiles contain no record of JMM:hmm Grapp arrived at Miami on 4-7-61.

(5)

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b7C

MAIL ROOM ☐ TELETYPE UNIT ☐

APR 11 1 37 PM '61
REC'D-READING ROOM
FBI

XEROX
JUL 6 5 1978

459H

Tolson _____
Parsons _____
Mohr _____
Belmont _____
Callahan _____
Conrad _____
DeLoach _____
Evans _____
Malone _____
Rosen _____
Tavel _____
Trotter _____
W.C. Sullivan _____
Tele. Room _____
Ingram _____
Gandy _____

APR 21 1961
XEROX

REC'D
APR 11 1961

Handwritten initials

Handwritten initials

April 20, 1961

PERSONAL

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Miami, Florida

Dear Grapp:

It is certainly a pleasure to advise you that your services for the period April 1, 1960, to March 31, 1961, have merited an Outstanding performance rating which has been approved by the Efficiency Awards Committee of the Department. You may retain the copy of this rating which is enclosed.

Also enclosed is a check in the amount of \$328.00, representing an award of \$400.00 less withholding tax which I have approved for you in recognition of your exceptional services. You have displayed an unusually high degree of dedication to your work and leadership in carrying out your numerous responsibilities during the past year and I want you to know that I am most appreciative.

Sincerely,

J. Edgar Hoover

67-188613-270
8 APR 24 1961
RECORDED-READING ROOM

Enclosures (2)

- 1 - Mr. M. A. Jones
1 - [redacted] (Sent Direct)

CMT:rd
(5)

67-188613

Award # 609-61

NOTE: Salutation per file.

Transferred to Miami and reported 4-7-61.

Tolson _____
Parsons _____
Mohr _____
Belmont _____
Callahan _____
Conrad _____
DeLoach _____
Evans _____
Malone _____
Rosen _____
Tavel _____
Trotter _____
C. Sullivan _____
Tele. Room _____
Ingram _____
Gandy _____

MAIL ROOM ☐ TELETYPE UNIT ☐

XEROX
JUL 6 1978

Mr. Tolson

4-5-61

Mr. Mohr

ALBERT P. GUNSSER
Special Agent - Administrative Division
JOSEPH J. CASPER
Special Agent in Charge - Little Rock
WESLEY G. GRAPP
Special Agent in Charge - Oklahoma City

OUTSTANDING ANNUAL PERFORMANCE RATINGS

There are attached for approval annual ratings for Messrs. Gunsser, Casper and Grapp, covering their services during the period from April 1, 1960, through March 31, 1961, which have been rated as Outstanding. Mr. Callahan has signed rating of Mr. Gunsser as the Rating Official and I have signed it as the Reviewing Official. I have also signed ratings of Messrs Casper and Grapp as the Rating Official.

In the event you approve these ratings, I respectfully request that the Director sign both the original and copy of each of them as the Approving Official and that you sign both the original and copy of ratings of Messrs. Casper and Grapp as the Reviewing Official. Thereafter they must be submitted to Deputy Attorney General Byron R. White in the Department for approval by the Efficiency Awards Committee. Upon approval of these ratings by the Efficiency Awards Committee, they will be returned to the Bureau and Messrs. Gunsser, Casper and Grapp will be furnished copies of their ratings. They will also be entitled to cash incentive awards, under the provisions of the Incentive Awards Plan. You recall that the Director has authorization under delegation from the Attorney General to approve such awards up to \$500, which is the customary amount that has been approved for Assistant Directors and above. For officials below the level of Assistant Director, who are in grade GS-16 or above, it has been customary to approve awards of \$400. For those below grade GS-16, awards of \$300 have been approved. Messrs. Gunsser, Casper and Grapp are all in Grade GS-16, or above.

Should you agree with the foregoing, these ratings will be forwarded to the Department for approval at such time as the Outstanding ratings on the remaining Bureau officials have been prepared and approved in the Bureau. When these ratings have been approved by the Department, necessary checks will be drawn and letters prepared for the Director's Signature.

Enclosures

NEM:afh

(4)

MAY 1 1961

- 1 - Personnel File of Joseph J. Casper
- 1 - Personnel File of Wesley G. Grapp

Memo to Mr. Tolson

Re: SA Albert P. Gunsser

SACs Joseph J. Casper & Wesley G. Grapp
Outstanding annual performance ratings

RECOMMENDATION:

It is recommended that you, as the Reviewing Official, sign both the original and copy of the attached Outstanding ratings for Messrs. Casper and Grapp and that the Director, as the Approving Official, sign both the original and copy of the attached Outstanding ratings for Messrs. Gunsser, Casper and Grapp and that upon approval of these ratings each be approved for an incentive award in the amount of \$400.00.

Mr. Mohr

3/27/61

J. F. Malone

INSPECTION - OKLAHOMA CITY
INSPECTOR E. C. WILLIAMS
MARCH 4 - 16, 1961

SYNOPSIS

Officials: Wesley G. Grapp, SAC since 9/21/58 (under transfer to Miami); [redacted] ASAC since 12/11/60 (preceded by ASAC Rex I. Shroder, now ASAC at Las Vegas). Last inspection 1/11 - 23/60. b6 b7C

Physical Condition and Maintenance - Good. Office well located and maintained in neat, businesslike manner. Space crowded; otherwise would have been very good. Will be alleviated with space to be available in new Federal Building last half this year. No safety defects in automobiles inspected. Cost to operate per mile below average. Repair costs above average.

Investigative Operations - Very Good. Statistics first 8 months up in 3 categories; down in fines, savings and recoveries. Delinquency - low; case load on 3/1/61 was 1152 (1085 active). 3 errors of substance detected. Bank robbery picture very good, but solutions in bank burglary cases low. Criminal and Security Informant Programs very good. Office supervising activity of 1 Double Agent with excellent potential. Missed applicant deadlines low; missed fugitive deadlines excessive; no deadlines missed in Civil Rights cases.

Administrative Operations - Very Good. Supervision of work equitable. Personnel adequate, not excessive. Form errors slightly below field average. Misfiled cards in general indices high. Correcting and new personnel in Chief Clerk's Office being trained. Pending work carried over in Chief Clerk's Office reduced from last inspection; further reduction expected with additional training and experience of personnel. Communications costs show slight increase but down in 2/61. Stenographic operations satisfactory.

Personnel Matters - Very Good. Office overtime high. Found necessary, productive and work load equitably shared. Time in office decreasing. SAC instructed to continue trend. 1 agent unavailable, 1 on limited duty - present status justified. No overweight personnel. Morale very good.

Contacts - Excellent. SAC maintains effective relations with radio, television and other news media. Director, SAC and office highly regarded in area. [redacted] SAC Contacts in diversified fields well known to SAC. Very effective police training program. Office has vigorous program of quality speeches. b7E

ORIGINAL FILED IN
Parsons _____
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Trotter _____
W.C. Sullivan _____
Tele. Room _____
Ingram _____
Gandy _____

Enclosure

1/- Mr. Callahan (Attention: Mr. C. R. Davidson) (sent separately)

ECW:meh

meh

MAIL ROOM ☐

TELETYPE UNIT ☐

EX-101
JUL 6 1978

Memorandum to Mr. Mohr

Re: Inspection - Oklahoma City - 3/4 - 16/61

RECOMMENDATIONS: 1. SAC Wesley G. Grapp, GS-16 @ \$15,515, ordered transferred to Miami as SAC 3/17/61, veteran, not on probation. Grapp makes an excellent personal appearance and demonstrates thorough knowledge of Bureau policies, aims and procedures. He is energetic, aggressive and a firm, but fair leader in handling personnel. He has excellent public relations and recognizes his responsibilities. 1 substantive error in case under his supervision. Handled by former ASAC (administrative action considered separately). Grapp not culpable. Considered capable of assuming additional responsibilities. Continue as SAC. If approved, attached letter summarizing inspection findings should go forward.

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b7C

2. ASAC [redacted] GS-14, @ \$12,990, non-veteran, not on probation, first office as ASAC. Here since 12/11/60. [redacted] is a tall, well-groomed person who has a very good personality and makes a good appearance. He is extremely conscientious, shares the work load and responsibilities of the office. He is quickly adjusting himself to the operations of a field office, uses good judgment and should continue to progress. SAC of opinion with additional experience he will be capable of assuming greater responsibilities. Inspector agrees and considers he has excellent potential. 2 substantive errors found in cases on his desk. [redacted] not culpable in either as errors attributed to predecessor (handled separately). Continue as ASAC.

3. Recommendations as to other personnel handled separately.

Memorandum to Mr. Mohr
Re: Inspection - Oklahoma City - 3/4 - 16/61

DETAILS

PHYSICAL CONDITION AND MAINTENANCE GOOD

Office conveniently located, securely maintained in a neat, businesslike manner. Space is crowded. Will be alleviated when office moves to new Federal Building, also well located, late this year. Resident Agencies have good space and well maintained. SAC instructed to follow space needs in Ardmore and Durant Resident Agencies. Firearms range some 150 miles from headquarters. SAC instructed to continue survey for one closer. 31 automobiles inspected and in very good condition. No safety defects found; minor delinquencies ordered corrected. Average cost of repairs per mile and average cost to operate per mile below field average. Cost of repairs per vehicle slightly higher than Bureau average due to large number of older cars, currently being replaced. SAC instructed to keep repair costs at minimum.

INVESTIGATIVE OPERATIONS VERY GOOD

On 3/1/61 case load 1152 cases (1085 active and 67 inactive). Delinquency was 4.4% (field average 6.2%). Statistical accomplishments for first 8 months of present fiscal year show increases in 3 categories; convictions up 7%; fugitives up 1% and automobiles up 11%. A decrease of 20% shown in fines, savings and recoveries. Office was up in same 3 categories fiscal 1960 and down 23% in fines, savings and recoveries. SAC instructed to follow closely pending cases with potential recoveries to reverse unfavorable trend in this category.

During inspection 997 files reviewed and 3 substantive errors found for a percentage of 0.301% (field average 0.23%). Errors involved failure to properly identify evidence; failure to confirm opinion of U. S. Attorney and disseminate information to another agency and improper signed statements (administrative action handled separately). No deadlines missed in Civil Rights investigations. Missed deadlines in fugitive cases 5.04% (field average 4.09%). Applicant deadlines missed 2.33% (field average 6.7%).

Criminal Informants have increased since last inspection by 3 to 30 and Potential Criminal Informants by 23 to 116. Criminal Informant accomplishments substantial and program rated very good. 12 known Communist Party members adequately covered by 2 active informants and 4 inactive informants; all members of party. 2 members are Smith Act subjects. No known Communist Party front groups or active hate groups. Office supervising activity of Double Agent with excellent progress and potential.

Memorandum to Mr. Mohr
Re: Inspection - Oklahoma City - 3/4 - 16/61

6 of 9 bank robberies since last inspection and 3 prior bank robberies solved. 3 of 12 bank burglaries since last inspection and 1 prior burglary solved. Although cases found to be receiving aggressive attention, office does not have formal bank robbery procedure plan. SAC instructed to correct and continue to afford these investigations personal attention.

ADMINISTRATIVE OPERATIONS VERY GOOD

SAC supervises 449 of the 1085 pending active cases or 41.4% while ASAC supervises 636 or 58.6%. Division of work equitable and satisfactory. Cases assigned per agent and cases closed slightly above field average. SAC and ASAC affording on-the-spot supervision and leadership.

Pending work in Chief Clerk's Office carried over each day averages about 3.7 hours per employee attributed to inexperience of new clerical personnel. SAC confident that with additional experience backlog will be reduced to workable level. Errors of form 4.91% (field average 5.31%); percentage of misfiled index cards in general indices 1% (field is 0.39%). Office completing project to correct indices and SAC instructed to follow training of new personnel to reduce incidence of error. Pages typed by stenographers slightly below average for offices of similar size. Percentage of retyping low. Errors in Locator Cards (#3 Register) were 7.09% - high; in daily reports of agents errors were 3.65% - average; most errors involved faulty arithmetic. SAC and agents cautioned on need for complete accuracy.

Travel and per diem costs for the first 7 months of present fiscal year show decrease over same period last year. Communication costs show a 2.7% increase per month for each agent, partly attributed to moving of Tulsa Resident Agency in January, 1961. Communications costs down in February, 1961.

PERSONNEL MATTERS VERY GOOD

All available personnel passed required examination. One agent on limited duty and 1 agent unavailable. Both interviewed and present status considered justified. Work load being equitably shared. Overtime average of office for November, December and January high at 3' 28". Time in office for same period, including SAC and ASAC, was 17.03%; was 15.93% for February. SAC instructed to reduce. No overweight personnel. 25 clerical applicants have accepted appointments at SOG since 1/1/60; eligibility list presently depleted. Instructed to correct. 1 agent applicant now under consideration, six have been recommended since 1/1/60. Morale is considered very good.

Memorandum to Mr. Mohr

Re: Inspection - Oklahoma City - 3/4 - 16/61

Pending transfers, in and out will leave the office with 56 agents (increase of 7 agent personnel since August, 1960) and 31 non-investigative personnel for a clerk-agent ratio of 55%, below field average.

Present complement of agents and clerks adequate but not excessive. SAC instructed to closely evaluate work loads to insure adequate assignment in view of increase in agent personnel.

CONTACTS EXCELLENT

Director, FBI and SAC have received many favorable resolutions of various law enforcement groups during past year. Public relations highly effective with number of radio and television stations covering Top Ten Fugitive broadcasts and news media favorably disposed to handle material furnished by SAC. ☐ SAC Contacts, all known to SAC and ☐ developed by him, in diversified fields. 48 police schools in 1960, increase of some 34% over prior year. Speaking program increased 15 speeches over prior year; 46 speeches with quality groups being accepted. Liaison effective. Director, FBI, SAC and office well regarded. b7E

April 21, 1961

MEMORANDUM FOR MR. TOLSON

On April 3, 1961, I saw Special Agent in Charge Wesley G. Grapp of the Oklahoma City Field Division, who was under orders of transfer to Miami as Special Agent in Charge of that field division.

I discussed with Mr. Grapp generally the major problems in the Miami Field Division, particularly as to the activities of jewel thieves, bank robbers, and other types of hoodlums who have made that area a place of either residence or activity.

I called Mr. Grapp's attention to the fact I noted the Miami Office had a substantial number of classes of cases in excess of 8% in delinquency and this was undesirable and should be immediately corrected.

I also noted that I observed the number of cases closed per Agent per month in the Miami Office was only 8.8, which I considered to be low and every effort should be made to bring about an increase in production by the individual Agents in the office.

I discussed with Mr. Grapp the fact that I noted the Agents in the Miami Office were spending 20.89% of their time in the office, which is grossly excessive and this figure should be reduced.

I stressed to Mr. Grapp the necessity for developing quality informants, both in the Security and Criminal fields and in connection with the latter, the necessity for intensifying intelligence coverage of the activities of racketeers and hoodlums.

I outlined to Mr. Grapp my views concerning overtime and Agents on limited duty and advised him I did not feel that fringe benefits should be paid to Agents who were not able to share the average overtime of the entire office unless such Agent had just recently returned from an illness which necessitated a few months for him to regain his complete strength or if he was one of the older Agents in his seventies who had given faithful service to the Bureau for many years.

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Ingram _____
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JEH:EDM (5)

MAIL ROOM ☐ TELETYPE UNIT ☐

SENT FROM D. O.	
TIME	7:11 PM
DATE	4/21/61
BY	[Signature]

67-12222-271-
APR 26 1961
[Signature]

Memorandum for Mr. Tolson

April 21, 1961

I also cautioned Mr. Grapp to be certain to cover adequately through informants and otherwise matters arising in connection with racial problems.

I called Mr. Grapp's attention to the fact that I noted there were 7 violations of the Federal Bank Robbery Statute in the Miami Office which were unsolved and this is most undesirable and he should bear down on these to bring about an improvement.

I also discussed with Mr. Grapp the international situation, particularly as to the many thousands of Cuban refugees who have come to Miami from Cuba which necessitated careful coverage.

Very truly yours,

151 J. E. H.

John Edgar Hoover
Director

April 27, 1961

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Miami, Florida

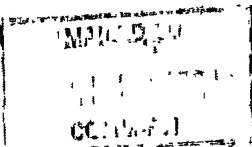
Dear Mr. Grapp:

An analysis of the total number of speeches given in the Field during the three-month period from January through March of 1961 reflects that there has been a total increase of 432 speeches as compared with the same period in 1960. This represents an increase of almost 27 per cent.

I thought you would like to know that during this period in 1961, statistics for the Miami Office have shown a substantial increase. This is indeed an encouraging indication that this important phase of Bureau operations has been receiving full attention. I trust that the figures for the remainder of the year will reflect as favorably upon your operations.

Sincerely yours,

J. EDGAR HOOVER



APR 27 2 21 PM '61
FBI
READING ROOM

- 1 - Oklahoma City
ATTENTION SAC TEAGUE
1 - Mr. Wick

NOTE: Lee O. Teague was SAC at Miami and left that office. See Jones to DeLoach memo dated 4-24-61 captioned "Speech Matters, Research (Crime Records.)"

TFMmbb

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EX-107
JUL 6 1961

FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

①

Name of Employee: WESLEY G. GRAPP

Where Assigned: OKLAHOMA CITY
(Division) (Section, Unit)

Official Position Title: SPECIAL AGENT IN CHARGE

Rating Period: from April 1, 1960 to March 31, 1961

ADJECTIVE RATING: OUTSTANDING
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

Rated by: [Signature] Assistant to the Director 4-3-61
Signature Title Date

Reviewed by: Clyde A. Tolson Associate Director 4-3-61
Signature Title Date

Rating Approved by: J. Edgar Hoover Director 4-3-61
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual

☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

67-188613-273
Searched
8 MAY 1 1961

4 MAY 4 1961

3-11

NARRATIVE COMMENTS

Note: The regulations require that OUTSTANDING ratings be supported by a statement in writing setting forth IN DETAIL the performance IN EVERY ASPECT and the REASONS for considering each worthy of SPECIAL COMMENDATION. UNSATISFACTORY ratings must be supported by a statement in writing stating (1) WHEREIN the performance is unsatisfactory, (2) the facts of the (90 day) PRIOR WARNING, and (3) the efforts made AFTER THE WARNING TO HELP the employee bring his performance up to a satisfactory level.

**WESLEY G. GRAPP
SPECIAL AGENT IN CHARGE
OKLAHOMA CITY OFFICE
ENTERED ON DUTY NOVEMBER 4, 1946**

During the annual performance rating period from April 1, 1960, to March 31, 1961, Mr. Grapp was assigned as the Special Agent in Charge of the Oklahoma City Office and in view of the exceptional manner in which he administered and directed the activities of this office he is deserving of an Outstanding performance rating.

From the standpoint of the Bureau's activities the territory covered by the Oklahoma City field division is extremely active particularly in the criminal field and under the able leadership of Mr. Grapp this territory has been exploited to the fullest extent. Although Mr. Grapp is relatively young in terms of years of service in the Federal Bureau of Investigation he has had extensive experience in supervisory and administrative positions. He is an unusual employee whose rapid progress through the ranks in the Bureau has been due to his exceptional ability, drive and devotion to duty. He has a most forceful personality and boundless enthusiasm and energy which have contributed greatly to the success he has realized in his liaison and contact work. He has an extensive knowledge of the Bureau's operations and has demonstrated exceptional judgment, initiative and resourcefulness in discharging the many responsibilities of his office. He is firm but fair in dealing with personnel and has the ability to obtain peak performance from employees under his supervision. Many comments have been received from persons outside the Bureau regarding the manner in which Mr. Grapp has handled matters in the Oklahoma City Office.

Mr. Grapp is most effective in supervising and directing investigations of major cases and deserves special praise for the skillful manner in which he supervised the investigation of the Bank Robbery case involving [REDACTED]. This was a most

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b7C

involved, fast-moving investigation and the splendid results attained were a credit to Mr. Grapp. Mr. Grapp is also exceptionally well qualified to plan and lead raids and apprehensions of dangerous fugitives and has demonstrated his ability in this respect on many occasions during the rating period.

Mr. Grapp is a dedicated public servant who has performed every aspect of his work in such an extraordinary manner that he is deserving of special recognition in the form of an Outstanding performance rating.

Office Memorandum • UNITED STATES GOVERNMENT

TO : Mr. J. Edgar Hoover
Director, Federal Bureau of Investigation

DATE: April 13, 1961

FROM : S. A. Andretta
Administrative Assistant Attorney General

SUBJECT: "Outstanding" Performance Ratings

This refers to your recommendations for "Outstanding" performance ratings for the following employees for the period April 1, 1960 through March 31, 1961:

Alan H. Belmont 02979-604
Joseph J. Casper 11689-605
[redacted] 09158-606
Cartha D. DeLoach 14153-607
Courtney A. Evans 11957-608
Wesley C. Crapp 00091-609
Albert P. Gunsser 07259-610

Donald S. Hostetter 611
~~Edmund D. MacBennett~~
Edmund D. Mason 07440-612
Frank L. Price 14261-613
William C. Sullivan 13573-614
Robert E. Wick 06699-615

Mr. Tolson _____
Mr. Parsons _____
Mr. Belmont _____
Mr. Callahan _____
Mr. Conrad _____
Mr. DeLoach _____
Mr. Evans _____
Mr. Malone _____
Mr. Rosen _____
Mr. Tavel _____
Mr. Trotter _____
Mr. W.C. Sullivan _____
Tele. Room _____
Mr. Ingram _____
Miss Gandy _____

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b7C

The ratings have been approved and in accordance with the Department's performance rating plan a copy of the justification should be furnished to each of the above employees.

Incentive awards for
Outstanding Annual Ratings with merit
4-20-61 cmt

No action taken re
Jan D. MacBennett
Per Mr. Callahan's instruction
JH
419

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b7C

REC-132

67-033-82
Searched _____
MAY 3 1961
XEROX
JUN 6 1978

EXP. PROC.
ADD 10-1961

3-cmt

12
XEROX
MAY 12 1961
8 MAY 15 1961

May 11, 1961

PERSONAL ATTENTION

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Miami, Florida

Dear Mr. Grapp:

I have reviewed the report of the inspection made recently of the Miami Office and the operations of your office, based on the Inspector's findings, have been rated Good on Administrative and Investigative Operations and Very Good on Physical Condition and Maintenance, Personnel Matters and Contacts.

It was noted that your headquarters space is inadequate and you should follow closely the negotiations that are now underway for additional space to assure same is promptly crystallized.

I am concerned that for the first nine months of fiscal year 1961, your accomplishments were down in two categories; four substantive errors were detected, which shows inadequate supervision; time in the office was excessive; average case closings per Agent were low; and costs of automobile operation and repair were high.

The surveys of your Top Hoodlum Program and major jewel theft cases reveal need of your immediate personal attention and I want you to fully look into these matters to assure that more effective, aggressive and penetrative action is taken.

Your coverage of the Cuban situation is good. You must keep constantly abreast of important developments in this field.

1 - SAC, Oklahoma City (Personal Attention) (with enclosure)

1 - Mr. Callahan (Attn: Mr. C. R. Davidson) Based on memo J. F. Malone to Mr. Mohr, 5/11/61, re:

1 - Personnel file of SAC Wesley G. Grapp "Inspection - Miami Division,

JTH:meh/dlh

(8)

Inspector J. T. Haverty, April 19 - May 5, 1961." JTH:meh

DUPLICATE YELLOW

INDEX
JUL 6 1978

Mr. Wesley G. Grapp

I realize that you have arrived in Miami only recently. You have, however, available to you the inspection report and the memorandum concerning the work papers. Carefully review the same with your Assistant Special Agent in Charge and other key personnel. Initiate immediately the action necessary to comply with the Inspector's instructions and suggestions. You should advise the Bureau in detail when all delinquencies have been corrected.

A copy of this letter is being sent to your predecessor for his information and future guidance.

Sincerely yours,

John Edgar Hoover
Director

1 -

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b7c

May 17, 1961

PERSONAL ATTENTION

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Miami, Florida

Dear Mr. Grapp:

Reference is made to your Form FD-205 dated May 12, 1961, captioned "Fuerzas Armadas de Cuba en Exilio (Armed Forces of Cuba in Exile) (FACE), IS - Cuba; NM," advising that the Bureau deadline of May 16, 1961, would not be met and that a communication on this case would reach the Bureau by May 23, 1961.

Your attention is directed to the fact that by Bureau letter to Los Angeles dated March 10, 1961, you were instructed to have [redacted] promptly interviewed concerning the complete identity of captioned organization and its officers and the reported plan of the organization to organize an expedition against Cuba. A Bureau Form O-1 dated April 24, 1961, was sent to you to determine when a report in this matter would be submitted. That Form was returned indicating that a report would be submitted on May 15, 1961.

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You have now advised that the deadline previously set will not be met and the report will not be submitted until May 23, 1961.

You are instructed to obtain explanations from the personnel responsible for the delay in handling of the matter and submit your recommendations for any administrative action warranted. This matter must be afforded your immediate attention.

Very truly yours,

J. Edgar Hoover

John Edgar Hoover
DirectorRDS:pw
(3)

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MAILED 5
MAY 18 1961
COMM-FBI

JUL 6 1961
275
[Handwritten signatures and initials]

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: June 15, 1961

FROM : SAC, Miami

SUBJECT: WESLEY G. GRAPP
(Employee's present payroll name)

Miami
(Division)

PAYROLL NAME (List as desired on payroll)

Same

ADDRESS AND PHONE CHANGE

Present phone number (city) Wilson 5-3718	Present address 731 N. E. 164th Terrace, Miami 62, Florida
---	--

NOTE: (The following must be executed in reporting BIRTHS or CHANGES IN MARITAL STATUS.)

Has spouse ever been an employee of the Bureau?

1. ☐ Yes ☐ Present ☐ Former 2. ☐ No

MARITAL STATUS

Married to - Show full (maiden) name of spouse	Date and place of marriage
Data re spouse	
Birth date	Birthplace
Legal Residence	Occupation
Name, address, and telephone number of person to be notified in case of emergency	

BIRTHS

Girl named	Boy named
Born on	Birthplace
To employee and (Name of spouse)	
This is their _____ child	

1 - Bureau
1 - Miami
RECORDED
JUN 20 1961

WGG:JHK

b6
b7C

Jeff

Mr. Mohr

June 13, 1961

J. F. Malone

SA WILLIAM W. TURNER
(Formerly Assigned Oklahoma City;
Currently Assigned Knoxville Office)
EOD 2-5-51, GS-12 @ \$9,735
Veteran, On Probation
PERSONNEL MATTER

This memorandum is being submitted by Inspector [redacted] at the request of a representative of the Administrative Division to answer certain allegations made by SA Turner in letters dated April 3, 1961, to Senator Jacob Javits and April 30, 1961, to Senator Estes Kefauver.

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b7c

At the outset I should like to state that when I conducted the inquiry into the personnel matter at the Oklahoma City Office during the period February 1 - 4, 1961, I specifically instructed SA Turner to prepare for me a memorandum wherein he should set forth each and every complaint he had against his SAC and/or the Bureau. No time limit was placed upon him. He was allowed as long as he desired to prepare this memorandum. He took approximately 8 hours. During the inquiry that followed, he was allowed to supplement the original memorandum on two occasions. It was explained to him that often times in an inquiry of this type certain statements made were misinterpreted or misquoted. Therefore, to insure that there would be no misunderstanding he was instructed to prepare his own memorandum, either by typing it himself or dictating it to a stenographer. He elected to type it himself. Therefore, all statements made to me by Mr. Turner were incorporated in his memoranda and the results of my inquiry were recorded in my memorandum dated February 7, 1961.

Specifically, in reply to SA Turner's allegation in the second full paragraph, page 3, in Turner's letter to Senator Jacob Javits dated April 3, 1961, "Allow me to state that Mr. Grapp's allegations against me are unfounded, and I can prove it, and my allegations against him are founded,

- ① - Personnel File of SAC Wesley G. Grapp
- 1 - Oklahoma City Field Office File (SOG)
- 1 - Mr. Callahan (Attention: Mr. C. R. Davidson)

RKM:mbk

(7)

XEROX
JUL 6 1978

Memorandum to Mr. Mohr
Re: SA William W. Turner
Knoxville Office, Personnel Matter

and this also I can prove. To be very accurate, I made one direct allegation, which the Inspector never bothered to look into. I also presented other matters for what they were, hearsay, and I now find a situation which strongly suggests questionable means were used to silence a witness." that portion of his statement wherein he states he made "one direct allegation which the Inspector never bothered to look into" I have no idea to what he refers as each allegation furnished me was definitely checked into.

Secondly, concerning the allegation set forth in the third full paragraph, page 2, of Turner's letter to Senator Estes Kefauver dated April 30, 1961, "I might here mention that Mr. Grapp prepared a memorandum to my personnel file, dated January 31, 1961, captioned 'Work Performance'. The criticism contained therein is completely ridiculous, and the allegations against me unfounded. Not only did I refute the entire contents of this memorandum to [redacted], but I pointed out to him exactly why I considered Mr. Grapp, by reason of his overbearing attitude, a potential source of embarrassment to the Bureau. [redacted] merely conducted a very cursory inquiry, and returned to Washington. I later discovered an instance in which Mr. Grapp apparently used questionable means in suppressing evidence supporting me." Turner's allegation as set forth above that I conducted a very cursory inquiry is, of course, unfounded. Furthermore, I have no idea to what he was referring to when he stated that "I later discovered an instance in which Mr. Grapp apparently used questionable means in suppressing evidence supporting me."

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RECOMMENDATION:

None . . . informative.

Mr. Mohr

5/11/61

J. F. Malone

INSPECTION - MIAMI DIVISION
INSPECTOR J. T. HAVERTY
APRIL 19 - MAY 5, 1961

SYNOPSIS

Officials: Wesley G. Grapp, SAC since 4/7/61, and [REDACTED], ASAC since 11/24/59. Last inspection 4/11 - 27/60. b6 b7C

Physical Condition and Maintenance - Very Good. Office centrally located, space secure, well kept, but inadequate. Additional space being negotiated. Minor housekeeping delinquencies ordered corrected. No auto delinquencies affecting safety. Cost of auto operations above field average. Ordered reduced.

Investigative Operations - Good. Fugitives up 15%; fines, savings and recoveries up 24%; convictions down 6% and autos down 2%. Missed applicant and Civil Rights deadlines below field average. 4 substantive errors. Office during past year has intensified coverage of Cuban activities and is keeping the Bureau continually informed concerning developments. Office, by aggressive action and thorough investigation of Cuban factionalist elements who wanted to use U. S. as base for operations against Cuba, has saved embarrassment to U.S. Security informant coverage improved in quality and quantity. Origin in 8 major jewel thefts, 5 unsolved. Solved all bank robberies (4) but 2 bank burglaries unsolved. Investigating 11 Top Hoodlums. Criminal Informant Program rated good. Necessity for intensifying investigations of major cases and improving informant coverage stressed.

Administrative Operations - Good. Supervision equitably distributed. Cases assigned and closed per Agent slightly below field average. Time in office, January - March, 20.27%; ordered reduced. Errors of form and misfiled index cards slightly above field average. Steno production slightly higher than field average and percentage of retypes substantially below. Travel and per diem costs substantially below field base, communications costs slightly below. SAC instructed to keep to minimum.

Personnel Matters - Very Good. Personnel adequate - not excessive. Voluntary overtime high, necessary, productive and equitable. No overweight Agents. Morale high. 4 limited duty Agents; 1 has requested retirement and disability action on 2 others pending. b7E

Contacts - Very Good. [REDACTED] SAC Contacts in diversified fields. SAC instructed to meet expeditiously. Speech Program and police training effectively handled. Director has instructed no National Academy applicants to be accepted from Miami Beach Police Department as long as present Chief in charge.

Enclosure

1 - Mr. Callahan (Attention: Mr. C. R. Davidson) (sent separately)

JTH:meh

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Gandy _____

Memorandum to Mr. Mohr
Re: Inspection - Miami Division

RECOMMENDATIONS:

1. SAC Wesley G. Grapp, GS-17 @ \$16,530, reported for duty as SAC, Miami, 4/7/61, veteran, not on probation. Makes an excellent personal appearance, demonstrates thorough knowledge of Bureau's policies, aims and procedures. Appears energetic and aggressive; however, full evaluation of capabilities not made in view of recent arrival in office.

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b7C

2. ASAC [REDACTED], GS-15 @ \$13,730, veteran, not on probation, third office as ASAC (since 7/1/57). Excellent appearance, pleasant personality, exhibits above-average knowledge of Bureau's procedures and policies. No substantive errors under his supervision. Has excellent potential and qualified to handle small office.

3. Other personnel handled separately.

Memorandum to Mr. Mohr
Re: Inspection - Miami Office

DETAILS

PHYSICAL CONDITION AND MAINTENANCE VERY GOOD

Office centrally located in building where only other tenant is the Immigration and Naturalization Service (INS). Space secure and well kept but inadequate. Negotiations underway for additional space through moving of INS or by securing new building. Minor housekeeping delinquencies ordered corrected on spot. Auto maintenance good, no delinquencies affecting safety. Cost of repair and operation of automobiles for first 6 months fiscal year 1961 (.028 and .085 per mile) above field average (.014 and .065 per mile). SAC instructed to reduce.

INVESTIGATIVE OPERATIONS GOOD

Statistical accomplishments for fiscal year 1961, as of 3-31-61, show fugitives up 15%; fines, savings and recoveries up 24%; convictions down 6% and autos down 2%. Missed applicant and missed Civil Rights deadlines 4.0% and 2.4% below field average of 6.7% and 3.53%. No investigative deadlines missed in 109 fugitive cases reviewed. 4 substantive errors in 920 files reviewed, .43%, above field average, .23%. Security informant coverage improved in quality and quantity. Improved coverage of Cuban activities. Office during past year has intensified coverage of Cuban activities and is keeping Bureau continually informed concerning developments. Office by aggressive action and thorough investigation of Cuban factionalist elements who wanted to use U.S. as base for operations against Cuba has saved embarrassment to U. S. Origin in 8 major jewel thefts, 5 unsolved. 6 bank robbery violations (including 2 burglaries) since last inspection. All solved except burglaries. 11 Miami Top Hoodlums under investigation, 1 considered as a top ten. Criminal Informant coverage rated Good. Potential criminal informants have decreased. SAC ordered to intensify investigations of major cases and improve informant coverage.

ADMINISTRATIVE OPERATIONS GOOD

Supervision of work equitably distributed. On-the-spot supervision and leadership being afforded important matters by supervisory personnel. Cases assigned per Agent and cases closed per Agent slightly below field average. Minor amount of supervisory overlap during a short period on one desk found justified. Time in office during January-March, 1961, averaged 20.27%. SAC instructed to reduce.

Several suggestions made for improvement of operations of Chief Clerk's Office. Errors of form (6.3%) were above field average (5.31%). Percentage of index cards misfiled (.4%) over field average (.39%).

Stenographers' and typists' average 3.5 pages per hour which exceeds field average (3.45 pages per hour). Pages retyped due to steno errors (.13%) is considerably below field average (.83%) as is total retypes .96%, (field - 2.89%). Review of 1961 #3 registers showed 12.45% errors (none affecting requirements of fringe benefits law or investigative performance) which SAC was instructed to reduce.

Memorandum to Mr. Mohr
Re: Inspection - Miami Office

Costs of travel and per diem for first 9 months of this fiscal year substantially below Bureau-established base (37% and 54.2% respectively). Communications costs 11.97% below for 4 months and 7% above for 5 months. SAC instructed to keep controllable costs to a minimum.

PERSONNEL MATTERS VERY GOOD

Personnel adequate, not excessive. Clerk-Agent ratio 57.7%, below field average. No overweight agents. Voluntary overtime high (3-month average 3'08"). Overtime necessary, productive and equitable. Morale high. 4 Agents on limited duty. 1 requested retirement during inspection and disability action on 2 others pending. Office below average in Special Agents recruited. SAC instructed to intensify program.

CONTACTS VERY GOOD

☐ SAC Contacts in various fields of endeavor. SAC instructed to meet same expeditiously. Speech Program very good; 103 in 1960 and 53 during first 3 months of 1961. Speeches before quality groups. Police training effectively handled. 2 applicants in present National Academy class. Director instructed that as long as present Chief was in charge of Miami Beach Police Department no National Academy candidates were to be accepted therefrom. All persons contacted uniformly spoke most highly of the Director and Bureau.

b7E

June 22, 1961

PERSONAL ATTENTION

Mr. Wesley G. Grapp
Federal Bureau of Investigation
Miami, Florida

Dear Mr. Grapp:

Bureau records disclose that Time Spent in Office (TIO) by Agents of the Miami Office for May was 16.5 per cent. While this is a reduction from the April figure of 17.1 per cent, it is still considered to be excessive.

It is imperative that TIO be reduced to the absolute minimum and I shall expect you to take definite steps to achieve further substantial reduction.

Very truly yours,

J. Edgar Hoover

John Edgar Hoover
Director

LLD:cch
(6)

- 1 - Training and Inspection Division
- 1 -
- 1 - SOG Miami Field Office File

NOTE: Letters being written to all offices where office average TIO for May exceeds 15 per cent.

MAILED 25
JUN 22 1961
COMM-FBI

Tolson _____
Belmont _____
Mohr _____
Callahan _____
Conrad _____
DeLoach _____
Evans _____
Malone _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Ingram _____
Gandy _____

MAIL ROOM ☐ TELETYPE UNIT ☐

JUN 27 2 51 PM '61
NOT READING
67-128 113-274
JUN 23 1961

REC-141
JUL 6 1961
b6
b7C

9/5
me
IPM